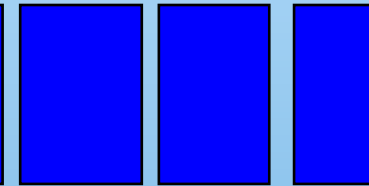
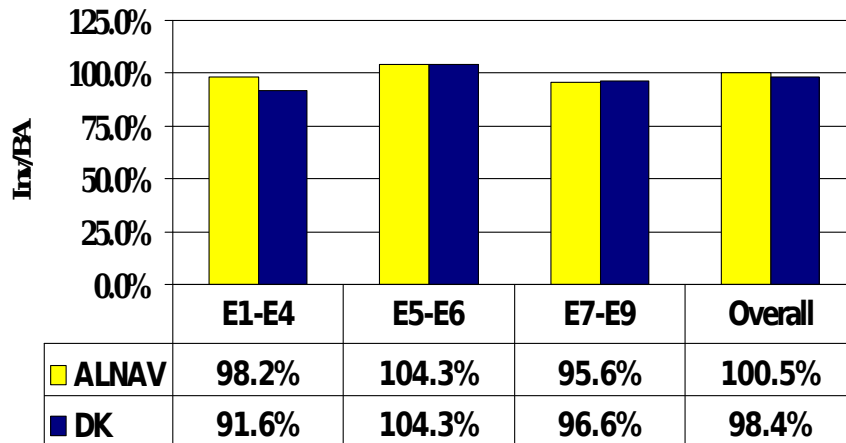


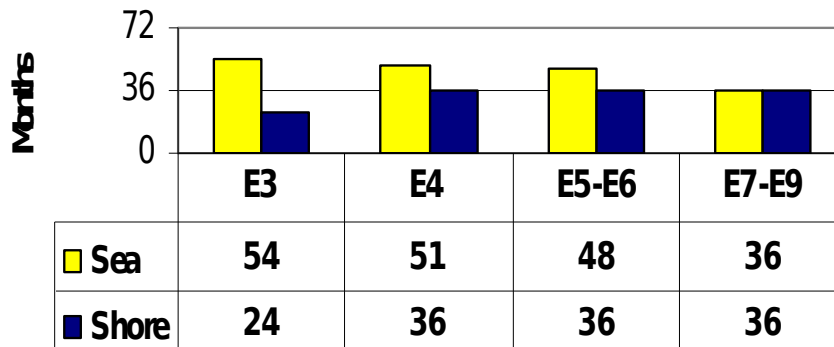
# DK Rating Profile



DK (BA) Manning



DK Sea/Shore Rotation



## Overall Rating Grade

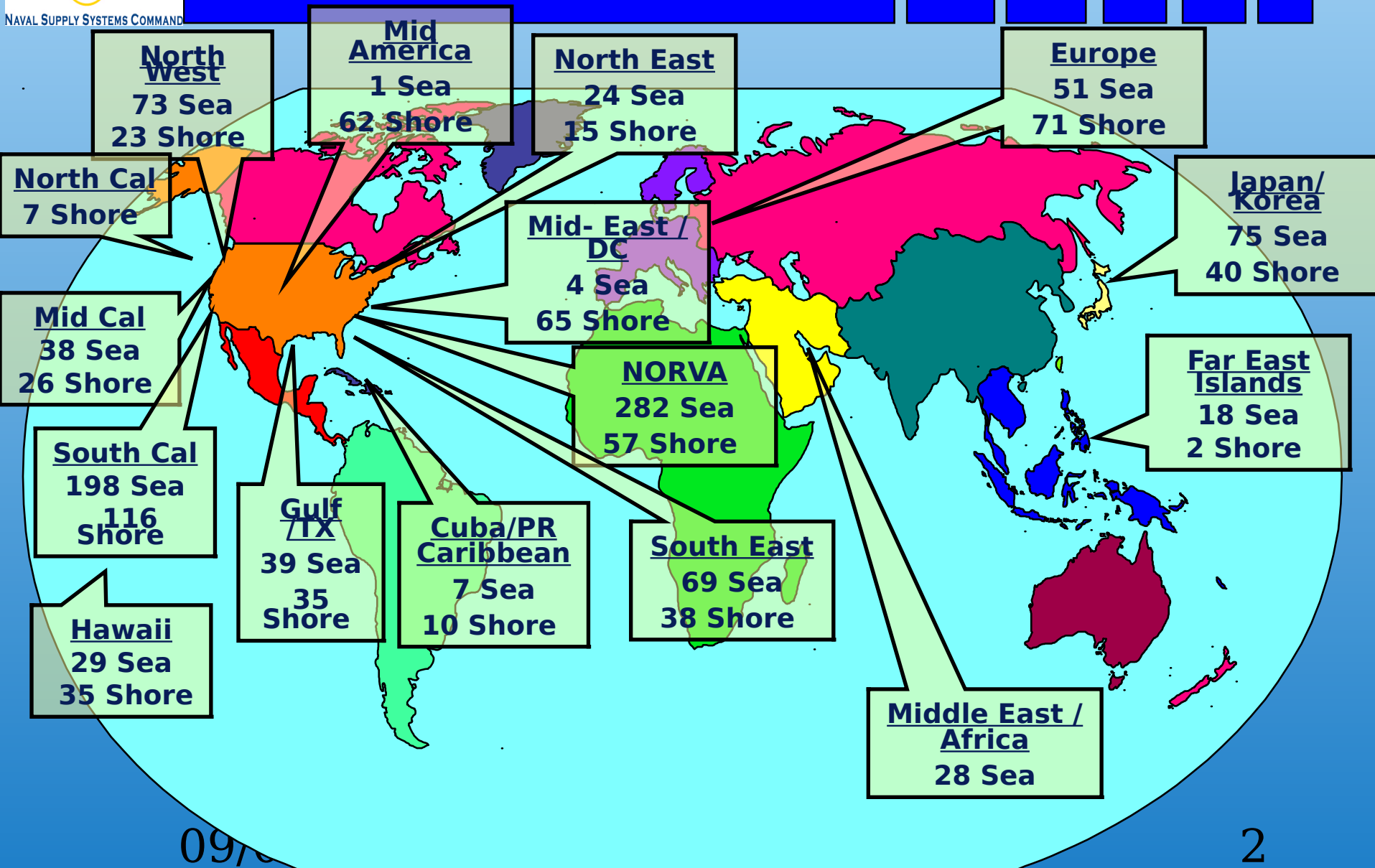


Category	E1-E4	E5-E6	E7- E9	Overall
Manning				
Sea/Shore Rotation				
Advancement Opportunity				
Recruiting				
Shore Billet Quality				

	Zone A	Zone B	Zone C	Overall
Reenlistments				
Attrition				

	Yes	No
SRB		✓
EB		✓
Priority Rating		✓
Striker/Entry Opportunity	Approval Required	
Perform to Serve (PTS)	✓	

# DK Billet Locations



# DK Inventory Distribution

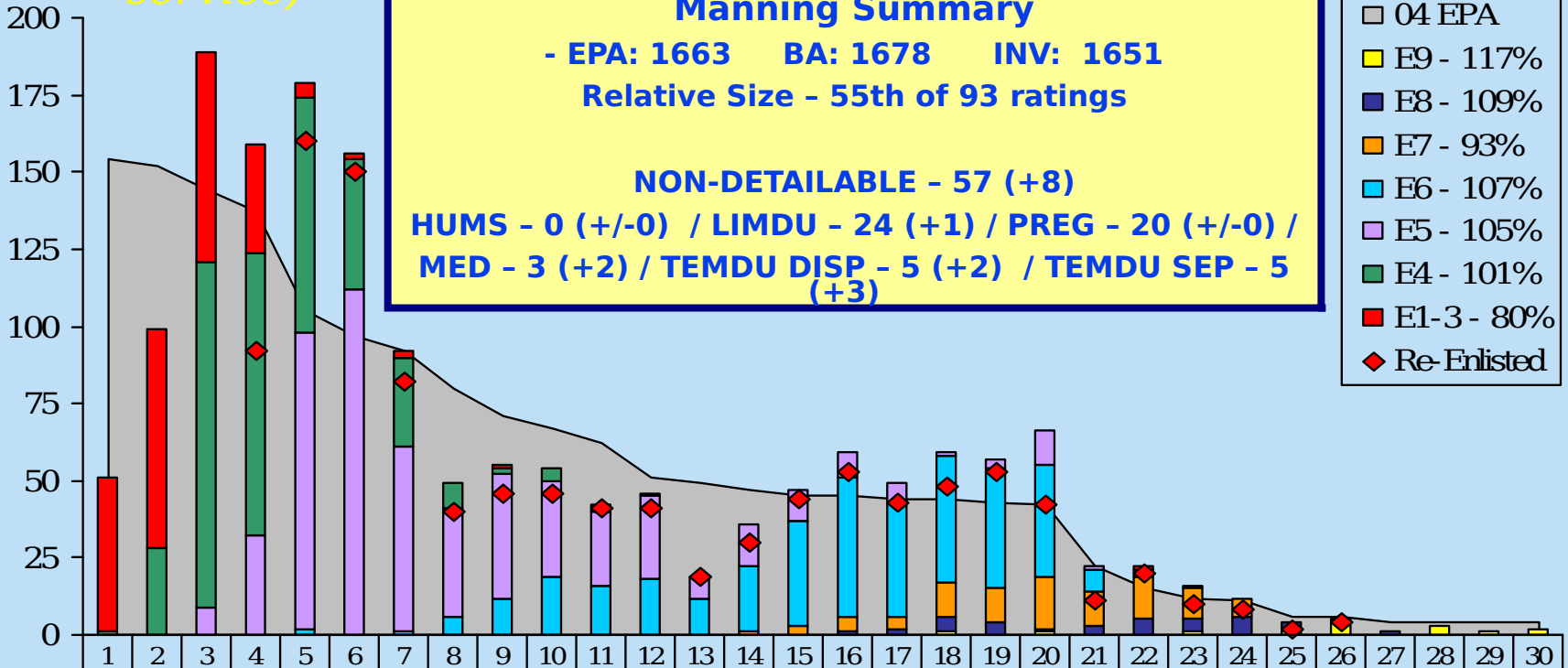
(by length of

service)

**Manning Summary**  
 - EPA: 1663 BA: 1678 INV: 1651  
 Relative Size - 55th of 93 ratings

**NON-DETAILEABLE - 57 (+8)**  
**HUMS - 0 (+/-0) / LIMDU - 24 (+1) / PREG - 20 (+/-0) /**  
**MED - 3 (+2) / TEMDU DISP - 5 (+2) / TEMDU SEP - 5 (+3)**

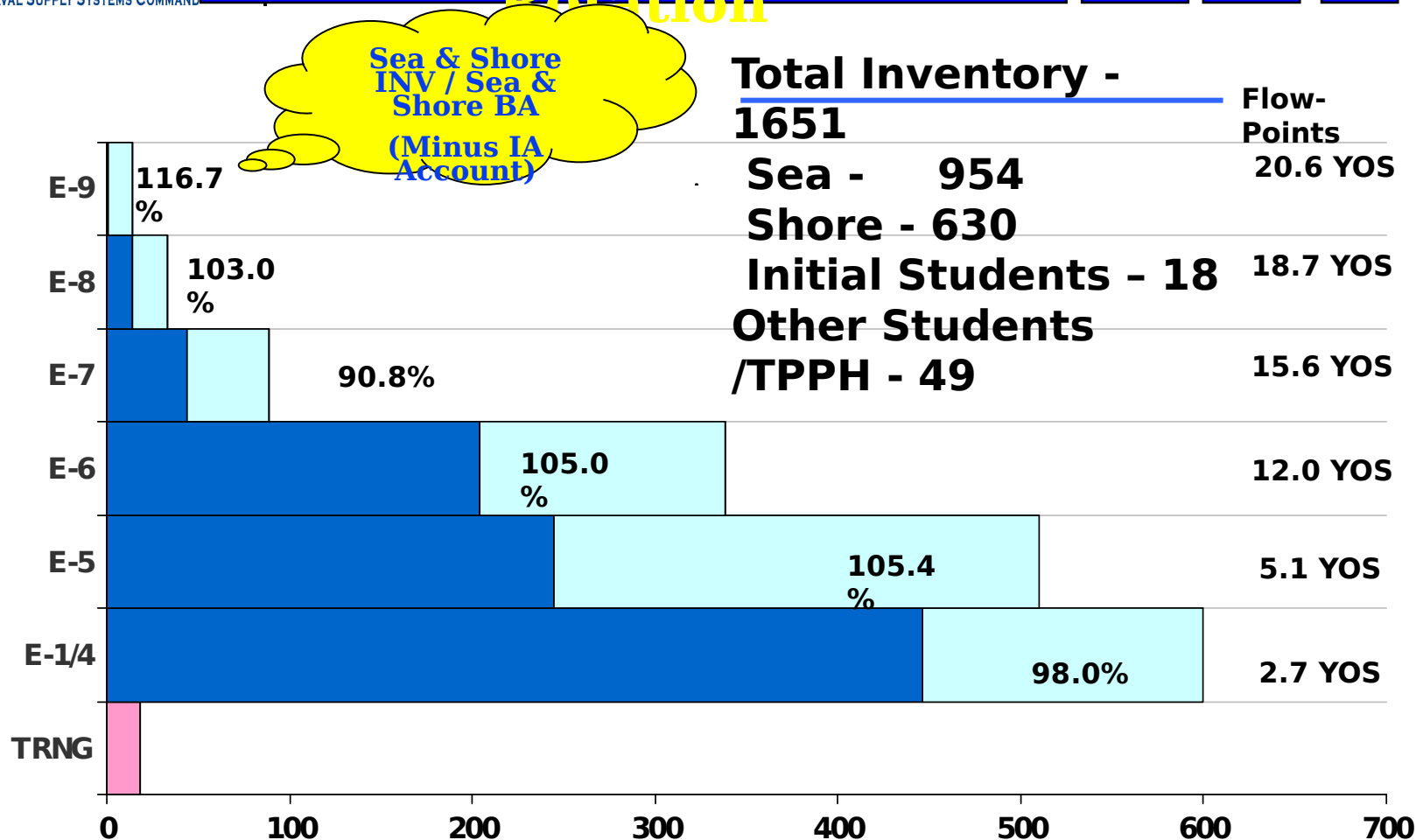
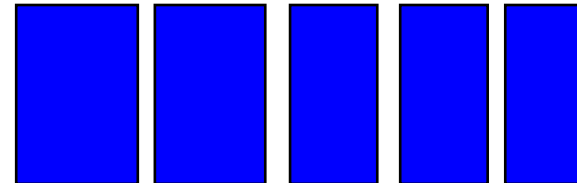
Inventory.



	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
04 EPA	154	152	144	137	105	97	92	80	71	67	62	51	49	47	45	45	44	44	43	42	22	15	12	11	6	6	4	4	4	4
E9 - 117%																		1		1			1		1	4		3	1	2
E8 - 109%																	1	2	5	4	1	3	5	4	6	3	1	1		
E7 - 93%														1	3	5	4	11	11	17	11	14	10	6						
E6 - 107%					2		1	6	12	19	16	18	12	21	34	45	37	41	39	36	7	2	1							
E5 - 105%			9	32	96	112	60	35	40	31	24	27	7	14	10	8	6	1	3	11	1									
E4 - 101%	1	28	112	92	76	42	29	8	2	4	2	1																		
E1-3 - 80%	50	71	68	35	5	2	2		1													1								
Re-Enlisted				92	160	150	82	40	46	46	41	41	19	30	44	53	43	48	53	42	11	20	10	8	2	4				

**E4 - 8 Year  
HYT---loss  
of 17 DK3**

# DK Rating Sea/Shore Population and Rotation



**Total Inventory - 1651**

**Sea - 954**

**Shore - 630**

**Initial Students - 18**

**Other Students /TPPH - 49**

**Flow-Points  
20.6 YOS**

**18.7 YOS**

**15.6 YOS**

**12.0 YOS**

**5.1 YOS**

**2.7 YOS**

**36 SHORE**

**36 SEA**

**36 SHORE**

**36  
SEA**

**36 SHORE**

**48 SEA**

**36 SHORE**

**54 SEA**

**5 TRNG**



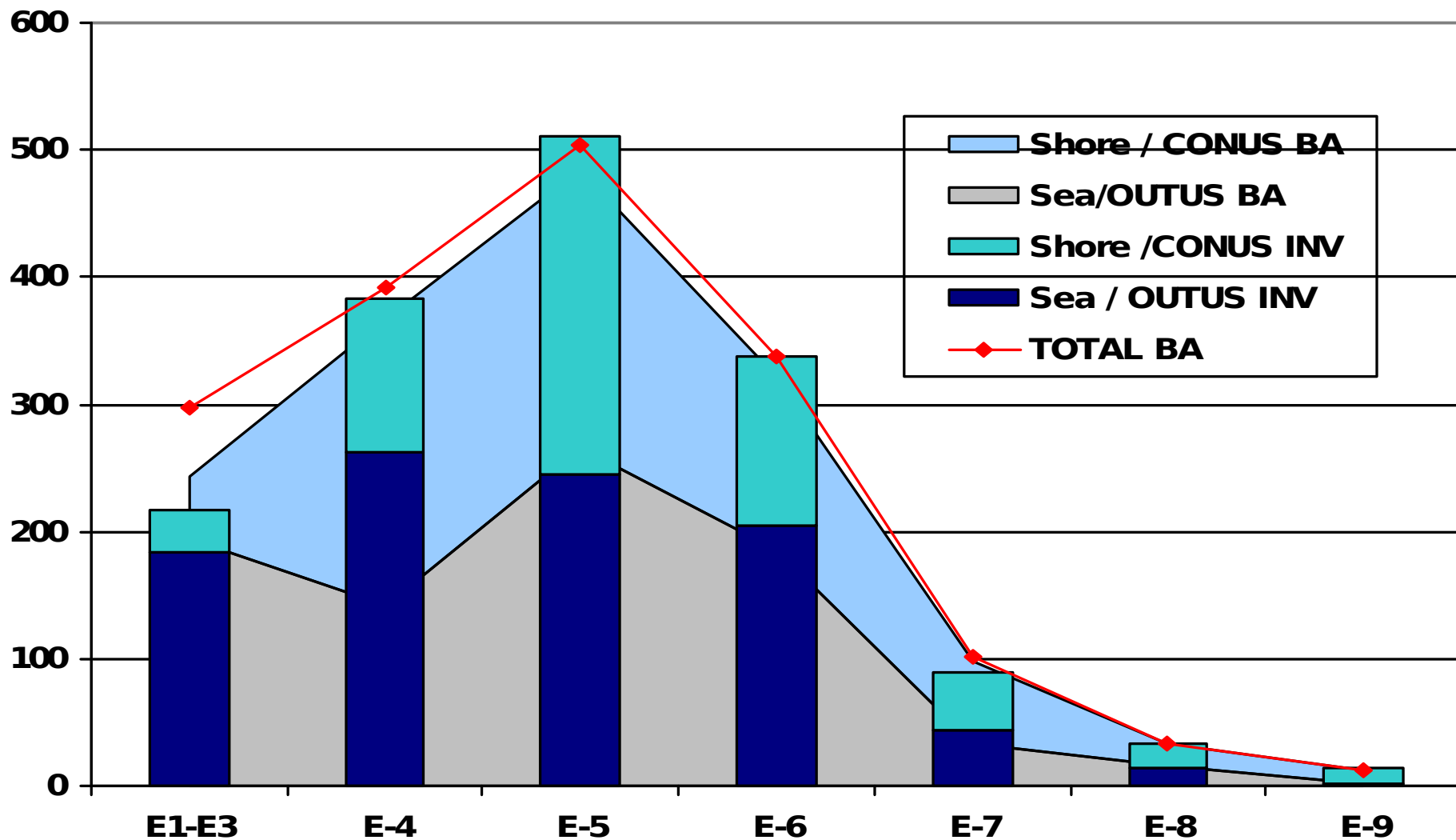
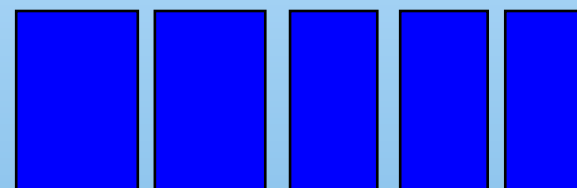
**Sea**



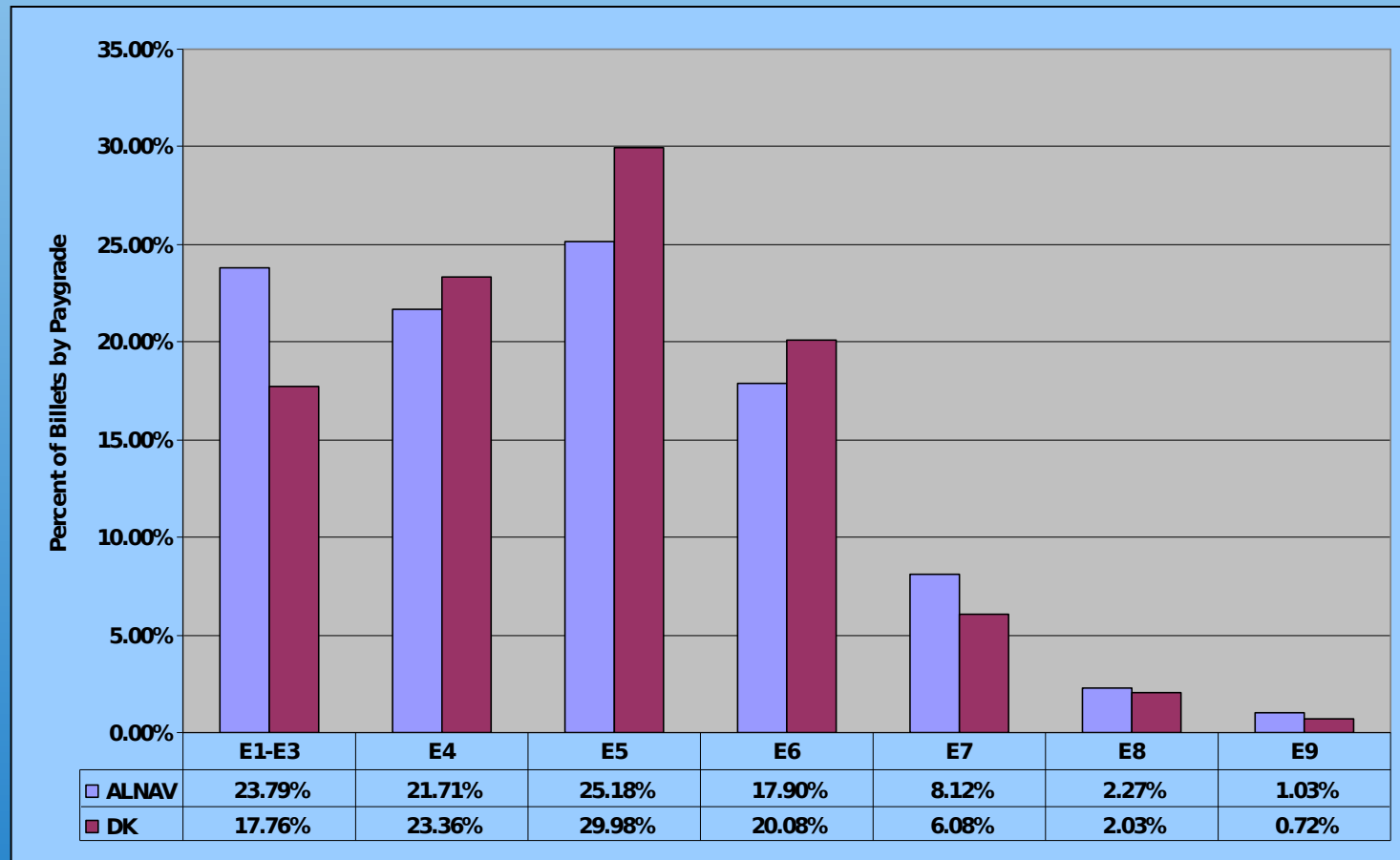
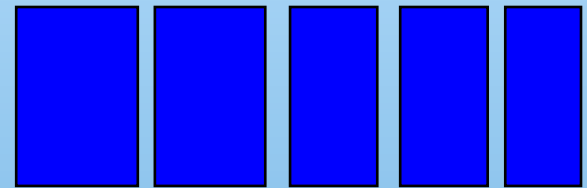
**Shore**

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# DK Rating Billet Analysis

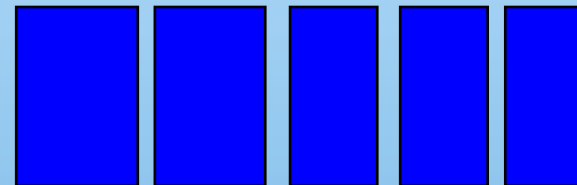


# DK Paygrade Distribution (Billet Pyramid/Diamond)



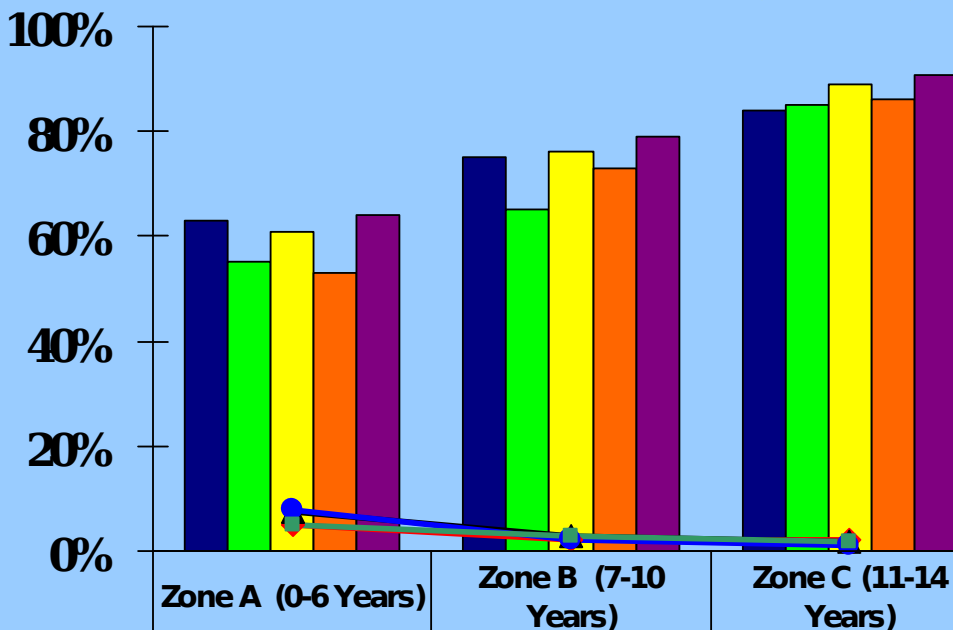
09/04/16

# DK Recruiting



# DK Reenlistments and Attrition (RMS)

Period of Report...  
1 May 03 to 31



DK Actual Reenlist	63%	75%	84%
DK ECM Goal/Reqd	55%	65%	85%
ALSUP Actual Reenlist	61%	76%	89%
ALNAV Actual Reenlist	53%	73%	86%
DK FY 03 Reenlist	64%	79%	91%
DK Actual Attrition	5%	2%	2%
ALSUP Actual Attrition	7%	3%	2%
ALNAV Actual Attrition	8%	2%	1%
DK FY03 Attrition	5%	3%	2%

38 sailors lost

## FY 02 Attrition (Zone A)

DK: 1) Drug Abuse - 1.2%  
4.19% 2) Serious Offense - 0.7%  
3) Personality Disorder/Parenthood/  
Medical/Disability/Misconduct - 0.3% (Each)

Supply: 1) Drug Abuse - 2.11%  
6.56% 2) Misconduct - 1.26%  
3) Medical or Disability - 0.43%

ALNAV: 1) Drug Abuse - 2.19%  
9.0% 2) Fraud/Erroneous Entry - 1.69%  
3) Misconduct - 1.54%

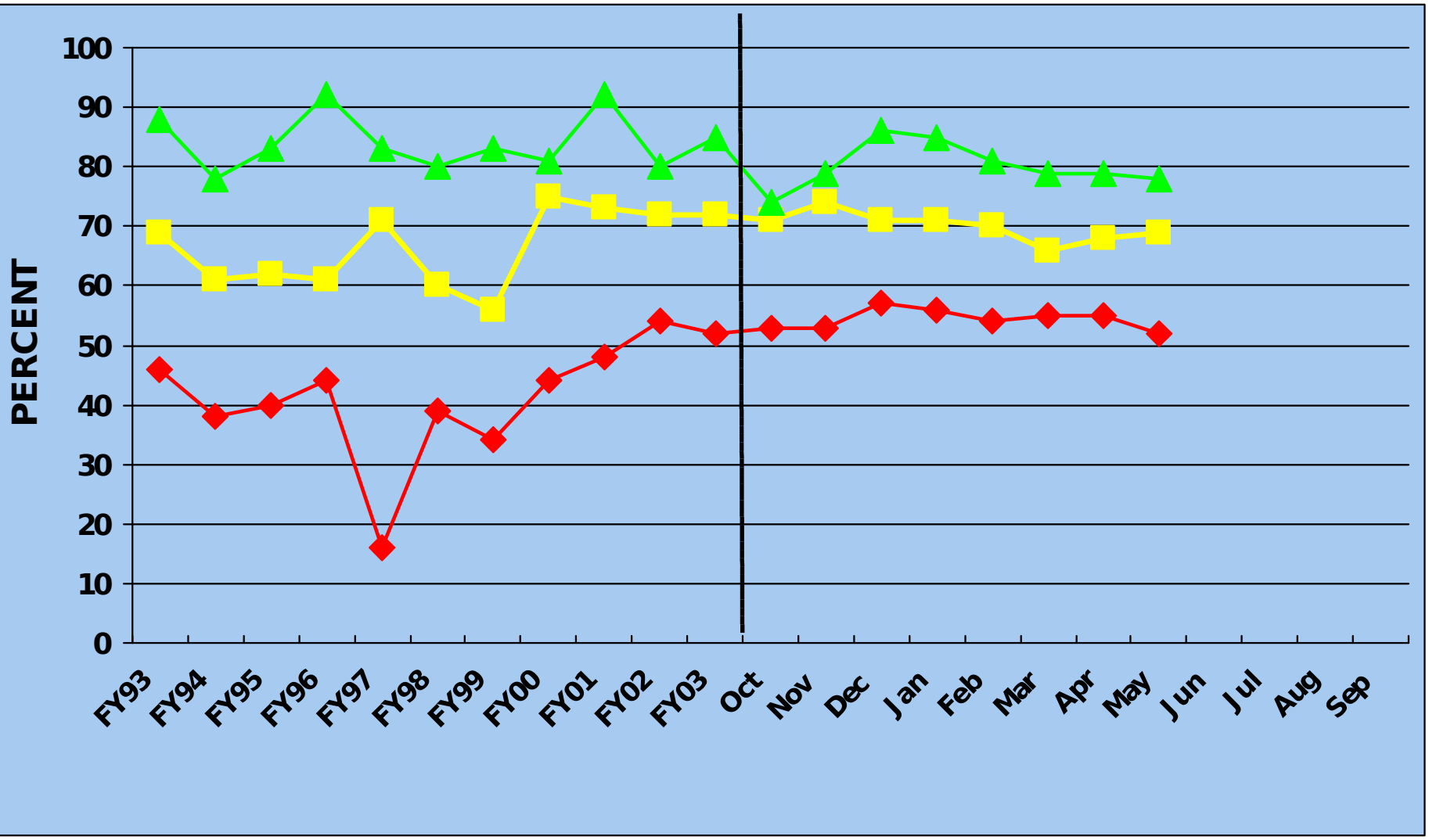
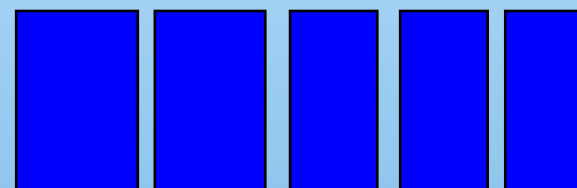
DK: 1) Drug Abuse - 1.26%  
3.98% 2) Misconduct - 0.94%  
3) Serious Offense - 0.52%

Supply: 1) Drug Abuse - 2.04%  
6.97% 2) Misconduct - 1.18%  
3) Personality Disability - 1.10%

ALNAV: 1) Drug Abuse - 1.70%  
8.3% 2) Fraud/Erroneous Entry - 1.50%  
3) Misconduct - 1.30 %

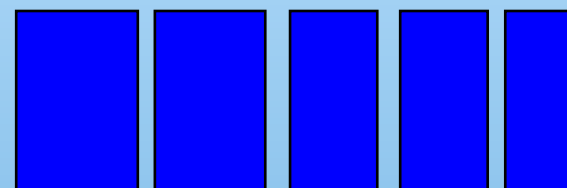


# DK Rating Retention Rates

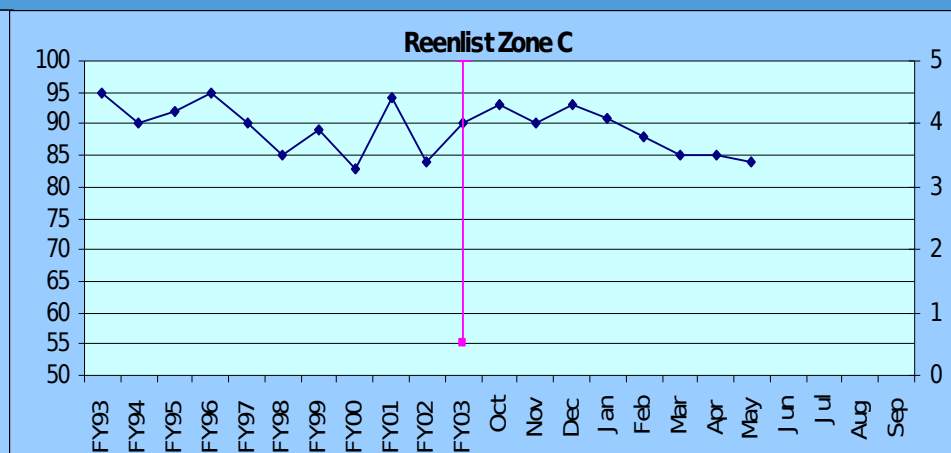
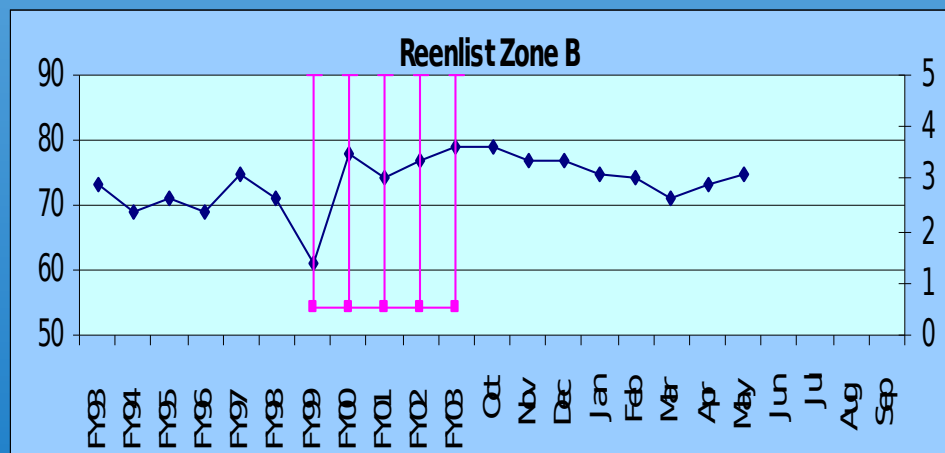
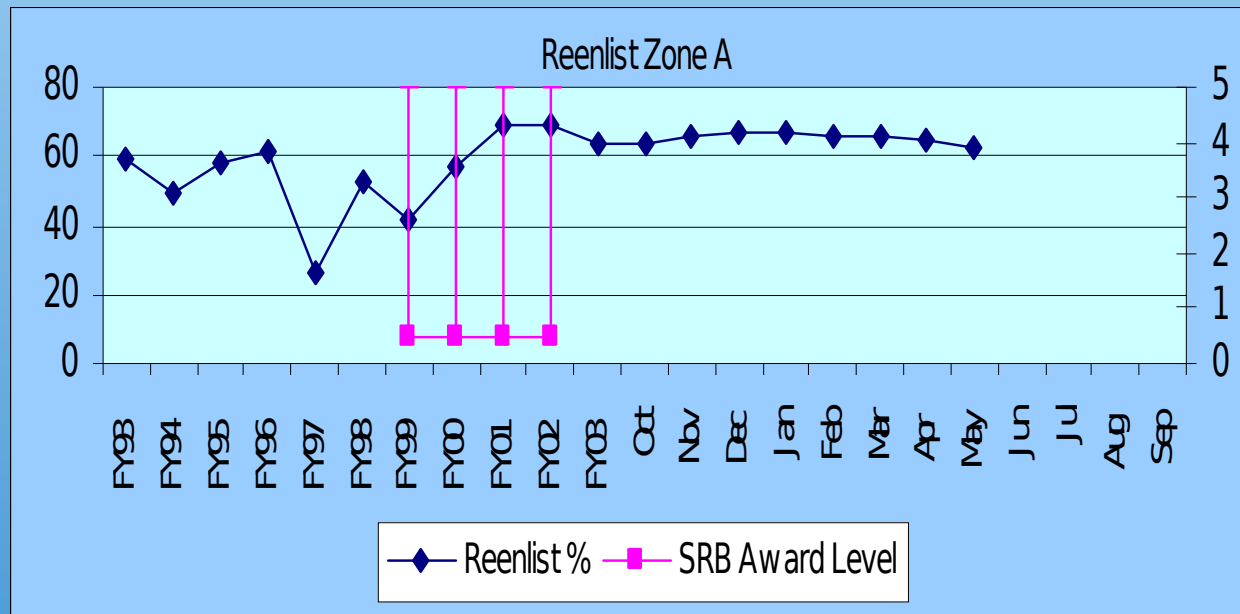


# DK Rating

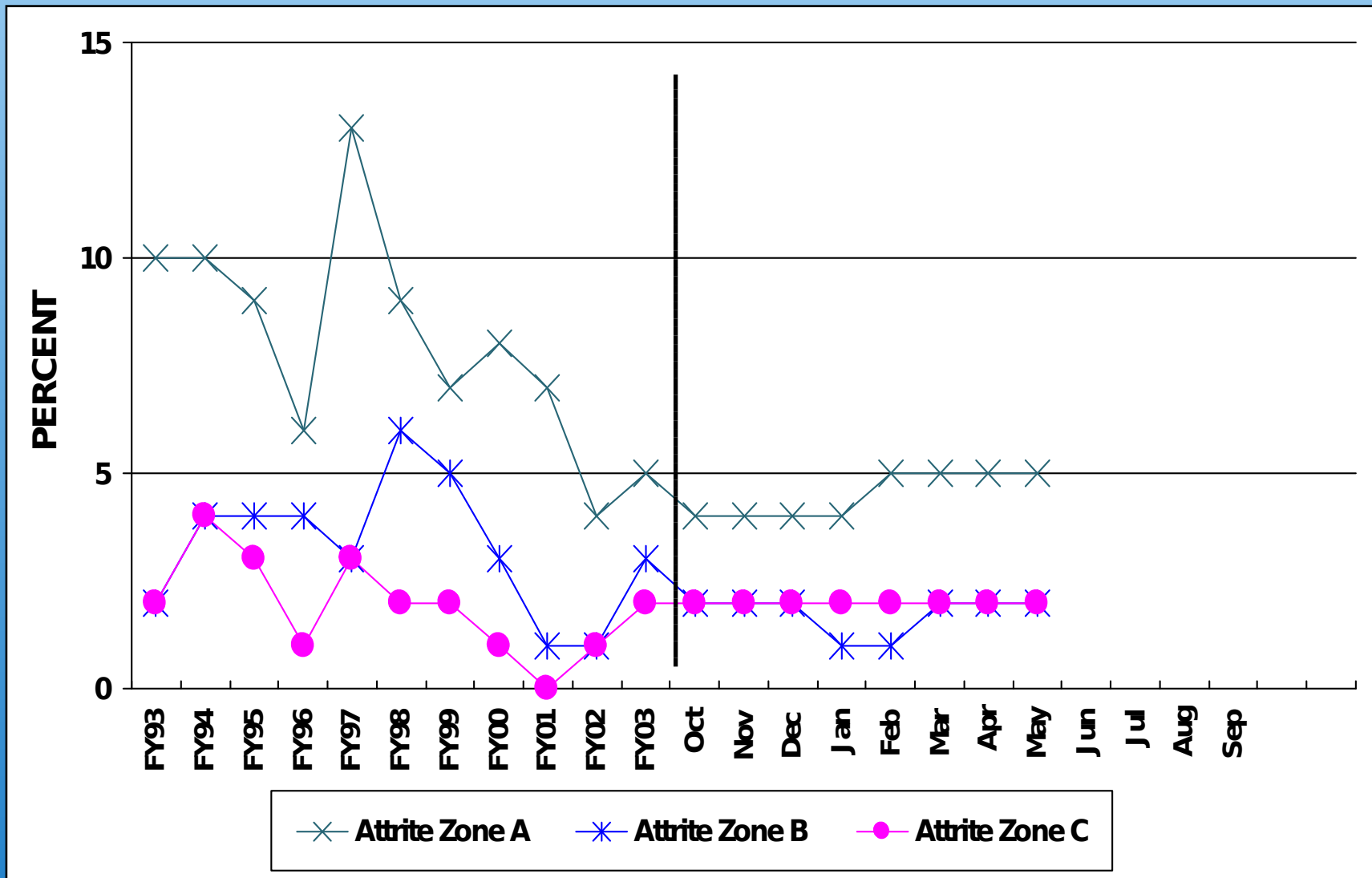
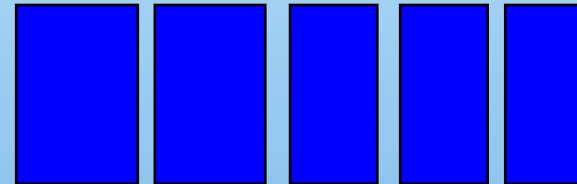
## Reenlistments Compared With SRB Levels (History)



• SRB = Highest Level At Year Established



# DK Rating Attrition (History)



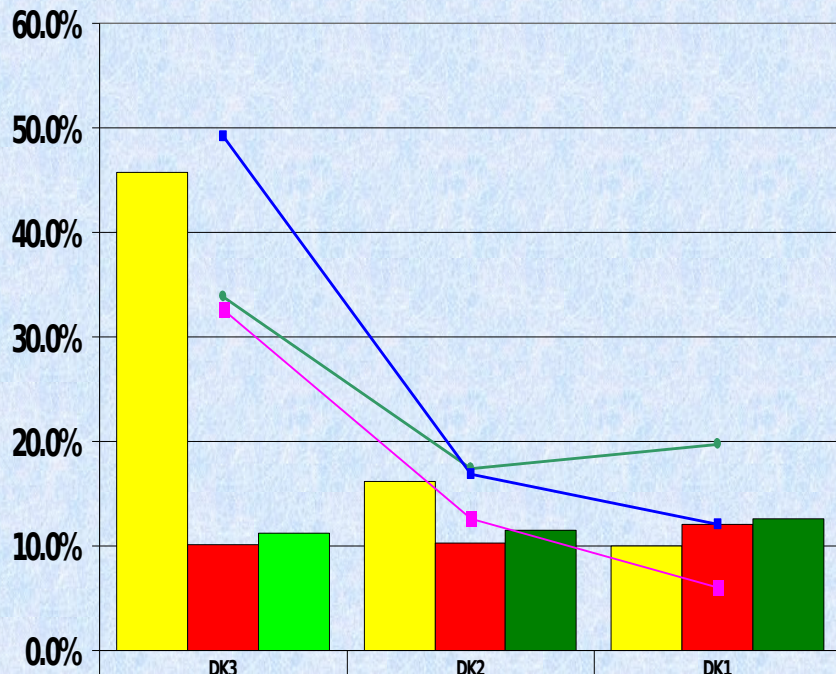
09/04/16

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# DK Advancement

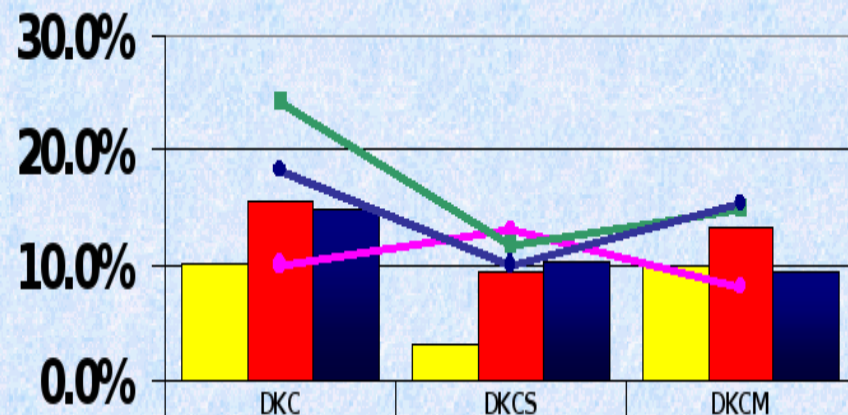
Flow Points (Years)	DK3	ALNAV	DK2	ALNAV	DK1	ALNAV	DKC	ALNAV	DKCS	ALNAV	DKCM	ALNAV
TIG	20	13	35	25	48	5.4	36	5.6	38	5.8	5.3	4.6
TAFMS	27	24	5.1	4.5	12.0	10.4	15.6	14.9	18.7	18.4	20.6	20.2

## DK Advancement E4-E6



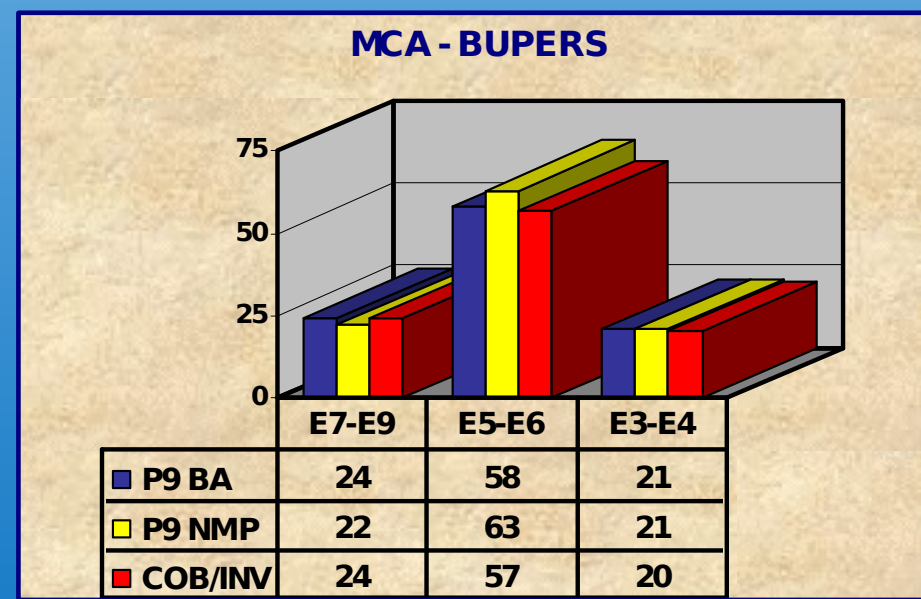
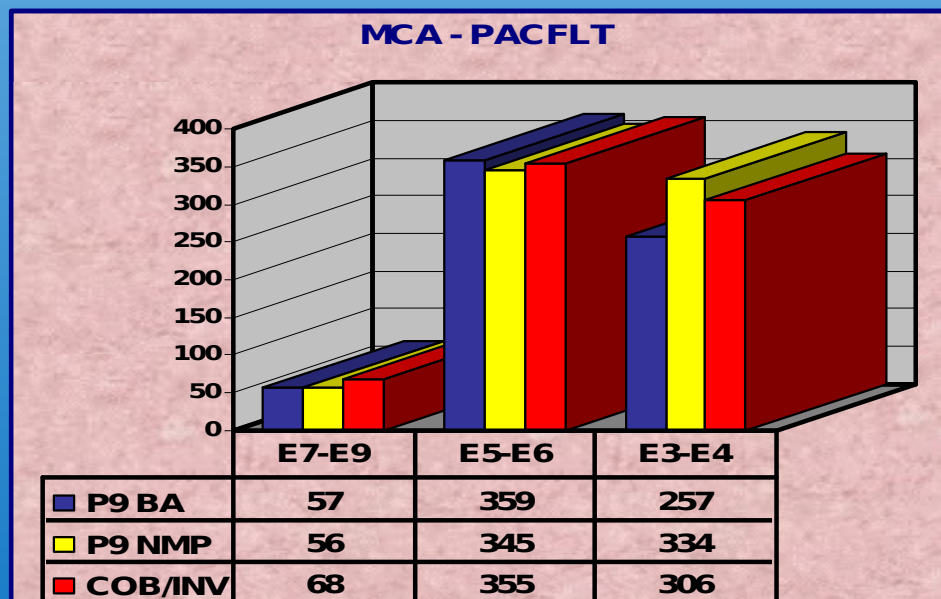
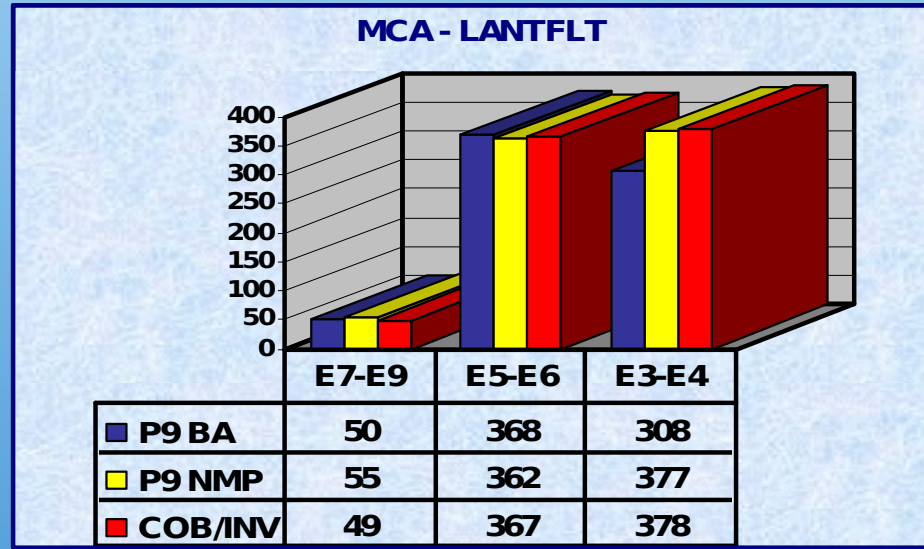
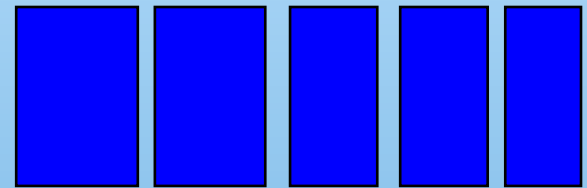
Category	DK3	DK2	DK1
Sep 02	45.7%	16.2%	10.0%
Mar 03	10.2%	10.3%	12.0%
Sep 03	11.3%	11.5%	12.6%
14 Yr DK Avg	32.6%	12.6%	6.0%
ALNAV SEP 03	33.9%	17.4%	19.8%
14 Yr ALNAV AVG	49.2%	16.8%	12.1%

## DK Advancement E7-E9

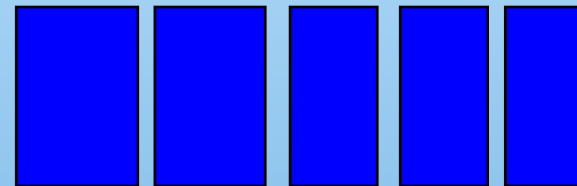


Category	DKC	DKCS	DKCM
FY 02	10.1%	3.1%	10.0%
FY 03	15.5%	9.6%	13.3%
FY 04	15.0%	10.3%	9.5%
14 Yr DK Avg	9.8%	13.1%	8.0%
ALNAV FY 04	24.2%	11.7%	15.0%
14 Yr ALNAV AVG	18.2%	9.9%	15.3%

# DK MCA Manning Profile



# DK Billet Breakdown



## Actual Sailors Serving Out of Rate

Instructor - 1 (+1)

Recruiting - 18 (-2)

RDC - 6 (+2)

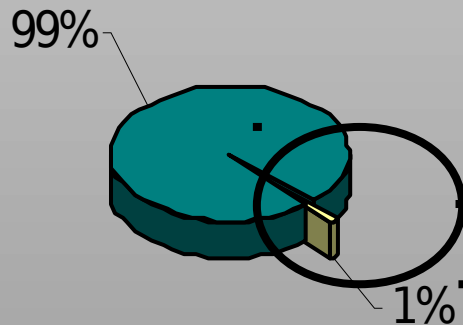
Security - 9 (-2)

General - 3 (-1)

**Total: 37 (-2) people serving in 9 billets**

### DK Shore Billets

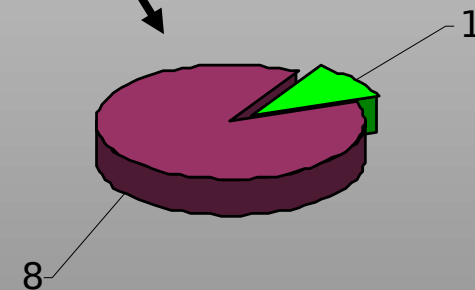
In Rate vs Out of Rate



■ In Rate  
■ Out of Rate

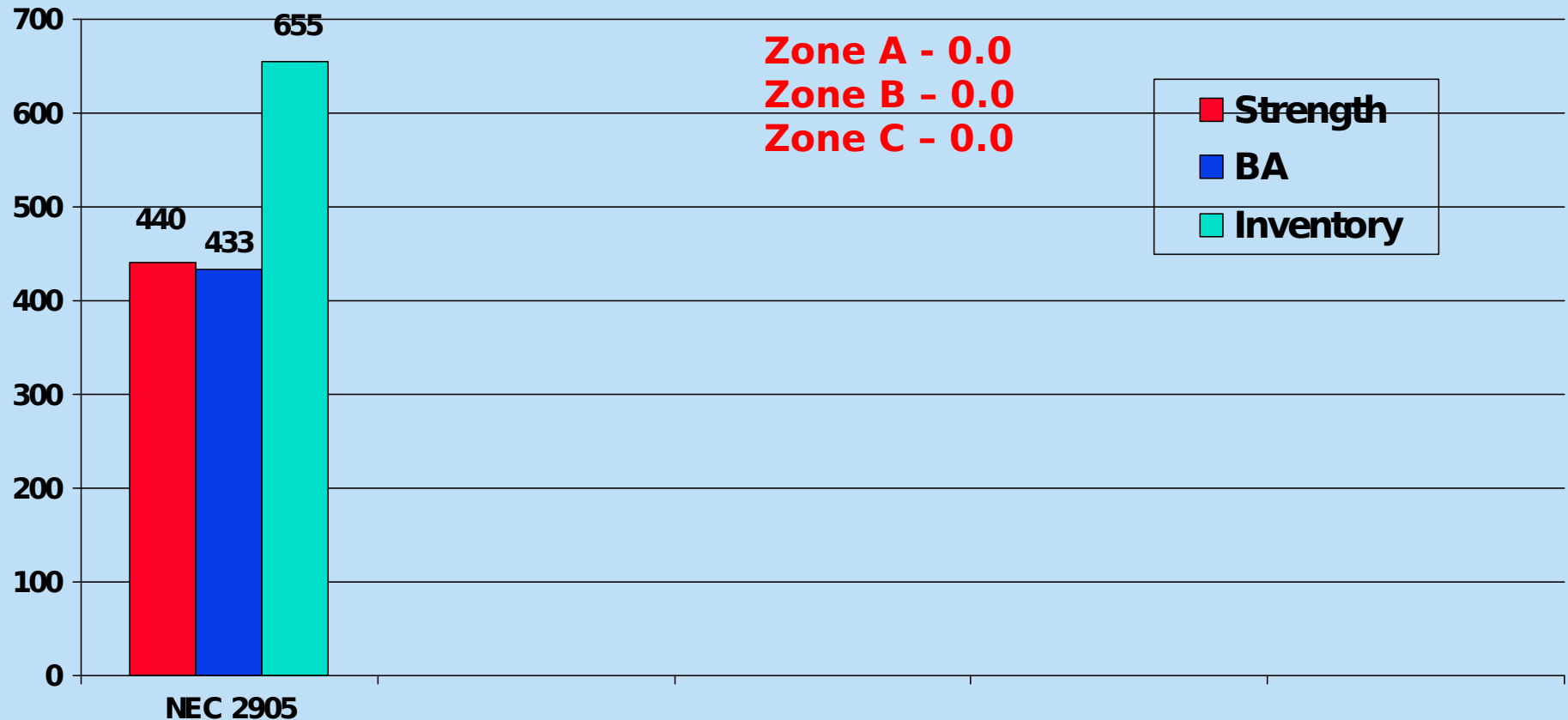
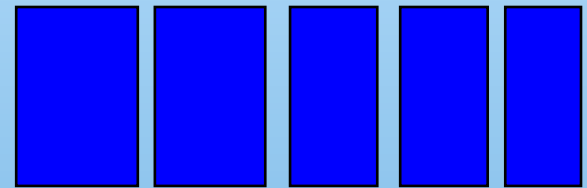
### DK Shore Billets

Out of Rate



■ General  
■ Security

# DK Rating NEC Manning and SRB Rates



**2905 - Disbursing Afloat Automated System Specialist**

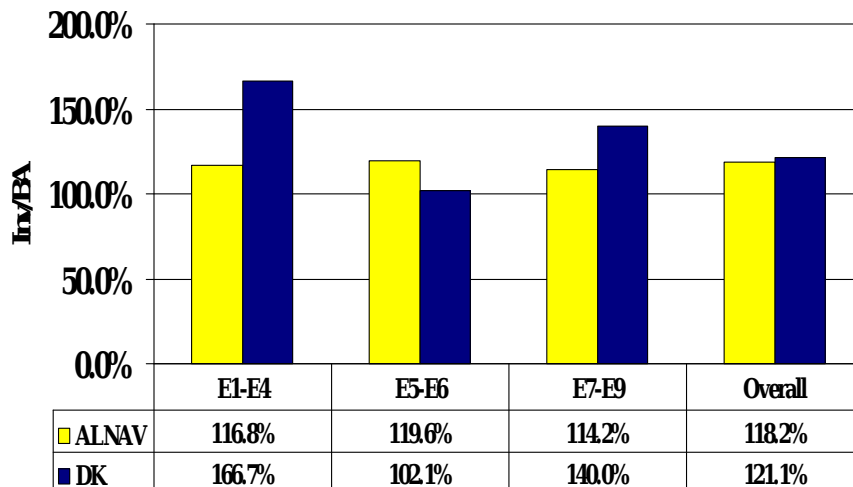
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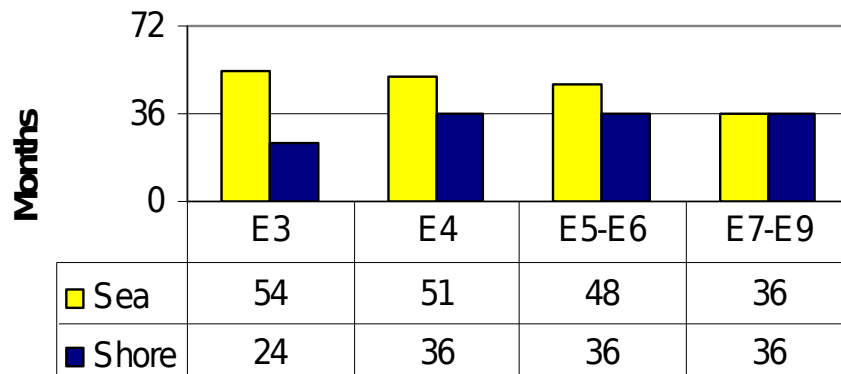
# DK FTS (TAR) Rating Profile



DK (BA) Manning



DK TAR Sea/Shore Rotation



## Overall TAR Rating Grade



Category	E1-E4	E5-E6	E7-E9	Overall
Manning				
Sea/Shore Rotation				
Advancement Opportunity				
Recruiting				
Shore Billet Quality				

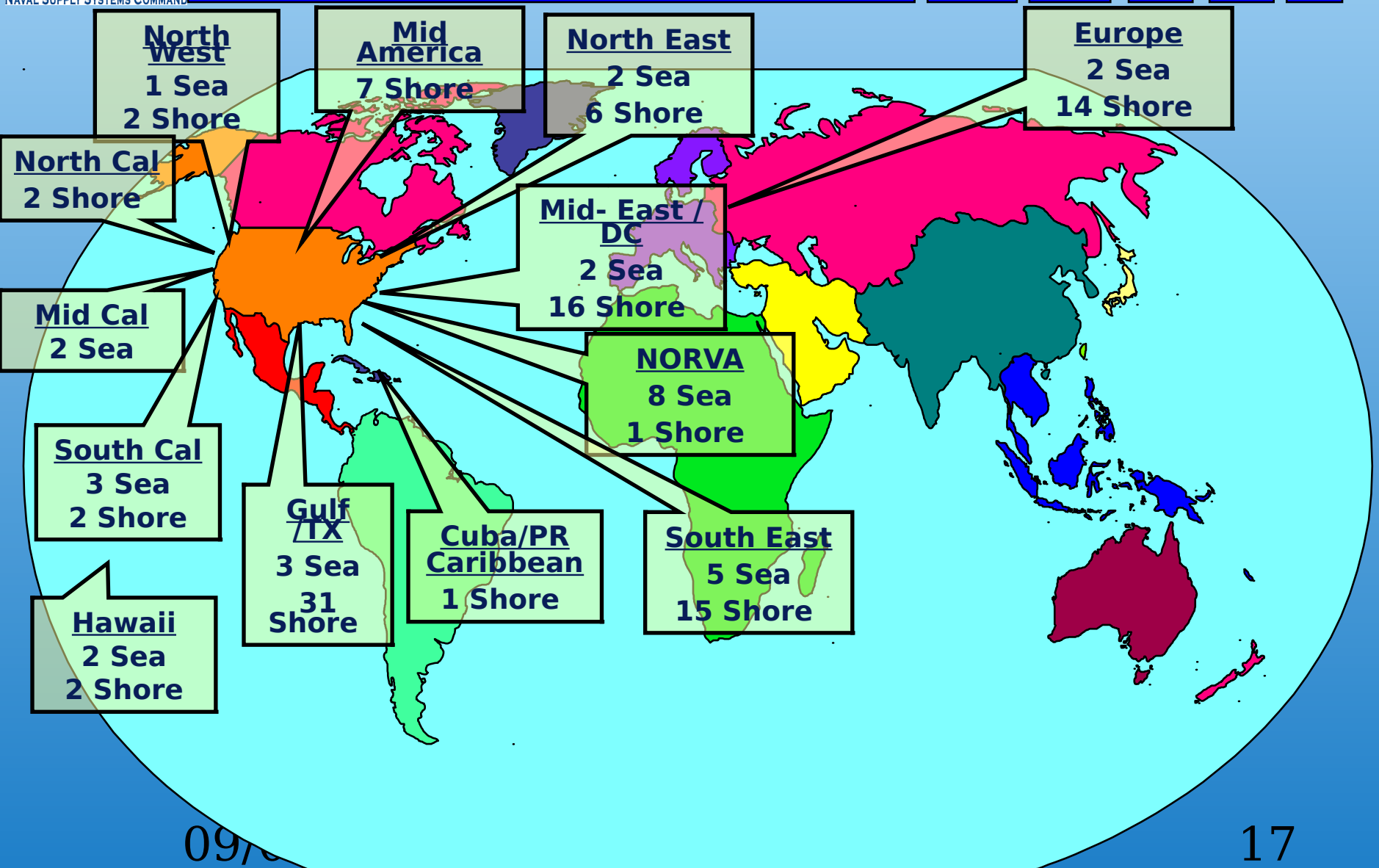
	Zone A	Zone B	Zone C	Overall
Reenlistments				
Attrition				

	Yes	No
SRB		✓
EB		✓
Priority Rating	✓	
Striker/Entry Opportunity	Open	
Perform To Serve (PTS)	✓	

**CNRC  
Priority**



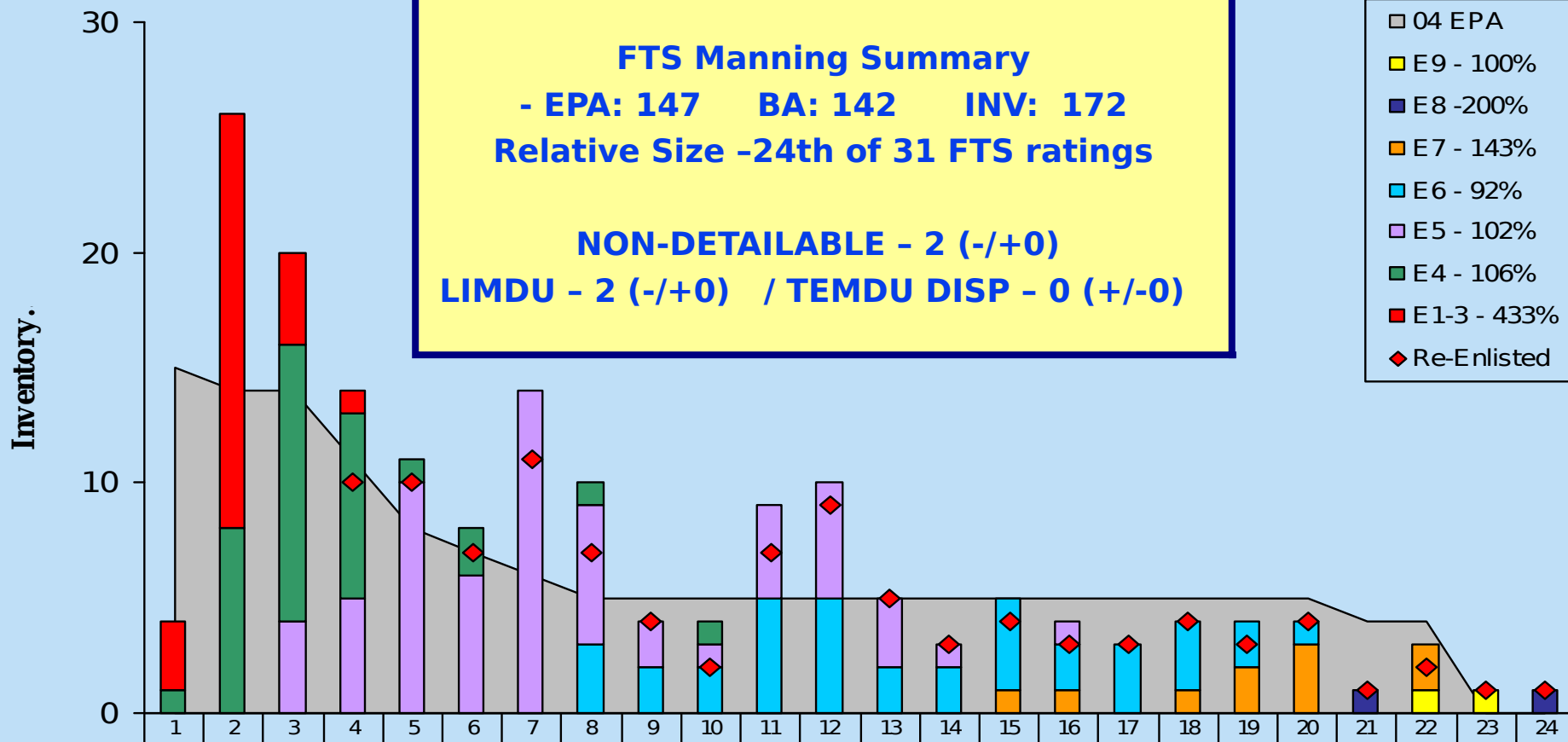
# DK FTS (TAR) Billet Locations



# DK FTS Inventory Distribution *(by length of service)*

**FTS Manning Summary**  
 - EPA: 147    BA: 142    INV: 172  
 Relative Size -24th of 31 FTS ratings

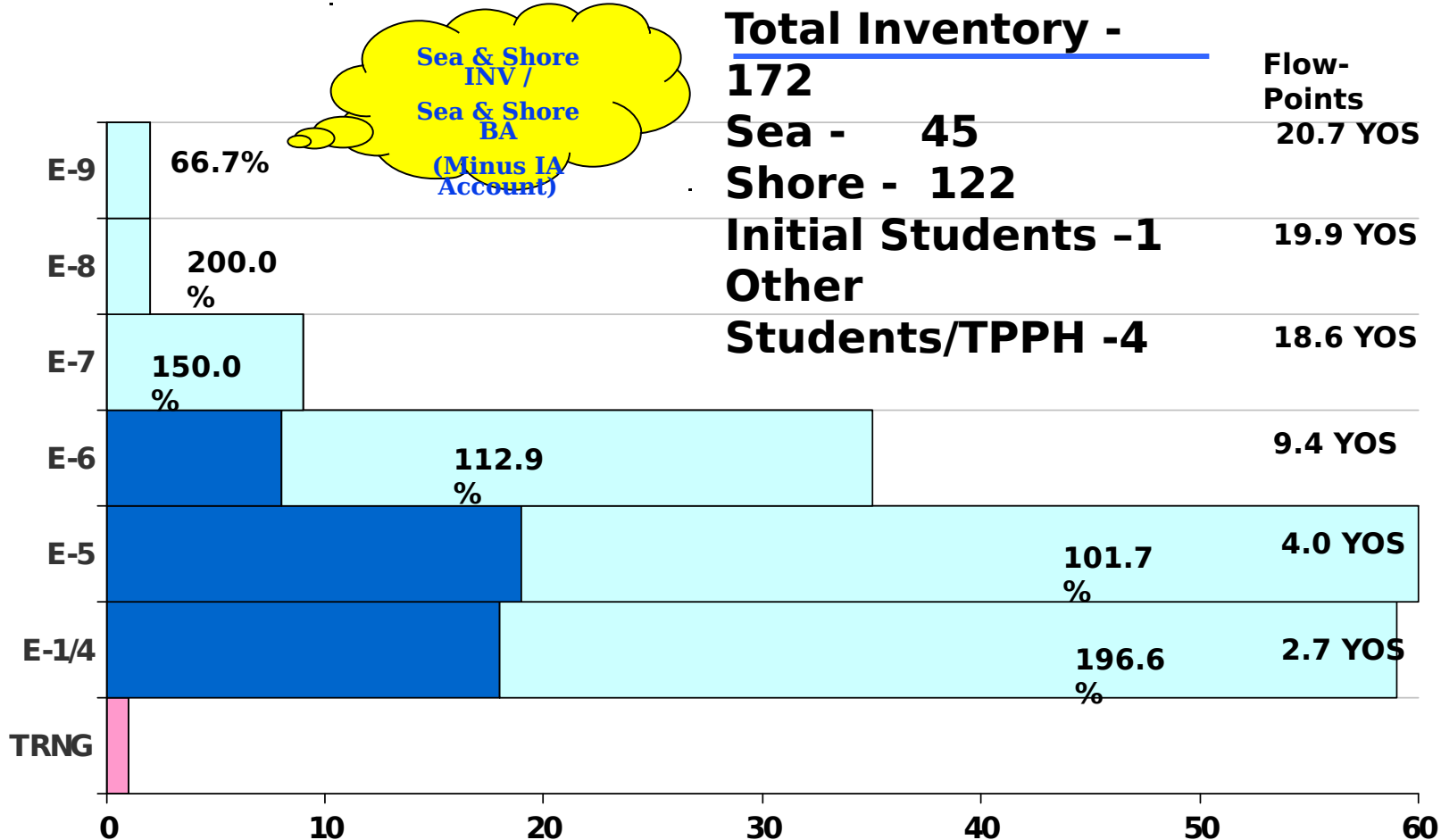
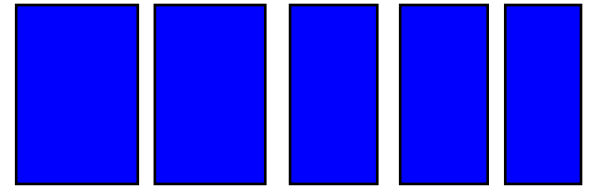
**NON-DETAILABLE - 2 (-/+0)**  
**LIMDU - 2 (-/+0) / TEMDU DISP - 0 (+/-0)**



**E4 - 8 Year  
HYT---loss of  
2 DK3**

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
04EPA	15	14	14	11	8	7	6	5	5	5	5	5	5	5	5	5	5	5	5	5	4	4		
E9-100%																						1	1	
E8-200%																					1			1
E7-143%															1	1		1	2	3		2		
E6-92%								3	2	2	5	5	2	2	4	2	3	3	2	1				
E5-102%			4	5	10	6	14	6	2	1	4	5	3	1		1								
E4-106%	1	8	12	8	1	2		1		1														
E1-3-433%	3	18	4	1																				
Re-Enlisted				10	10	7	11	7	4	2	7	9	5	3	4	3	3	4	3	4	1	2	1	1

# DK FTS Rating Sea/Shore Population and Rotation



Sea & Shore  
INV /  
Sea & Shore  
BA  
(Minus IA  
Account)

**Total Inventory - 172**

**Sea - 45**

**Shore - 122**

**Initial Students -1**

**Other**

**Students/TPPH -4**

**Flow-Points  
20.7 YOS**

**48 SHORE**

**36 SEA**

**48 SHORE**

**36  
SEA**

**36 SHORE**

**36 SEA**

**36 SHORE**

**42 SEA**

**5 TRNG**

09/04/16

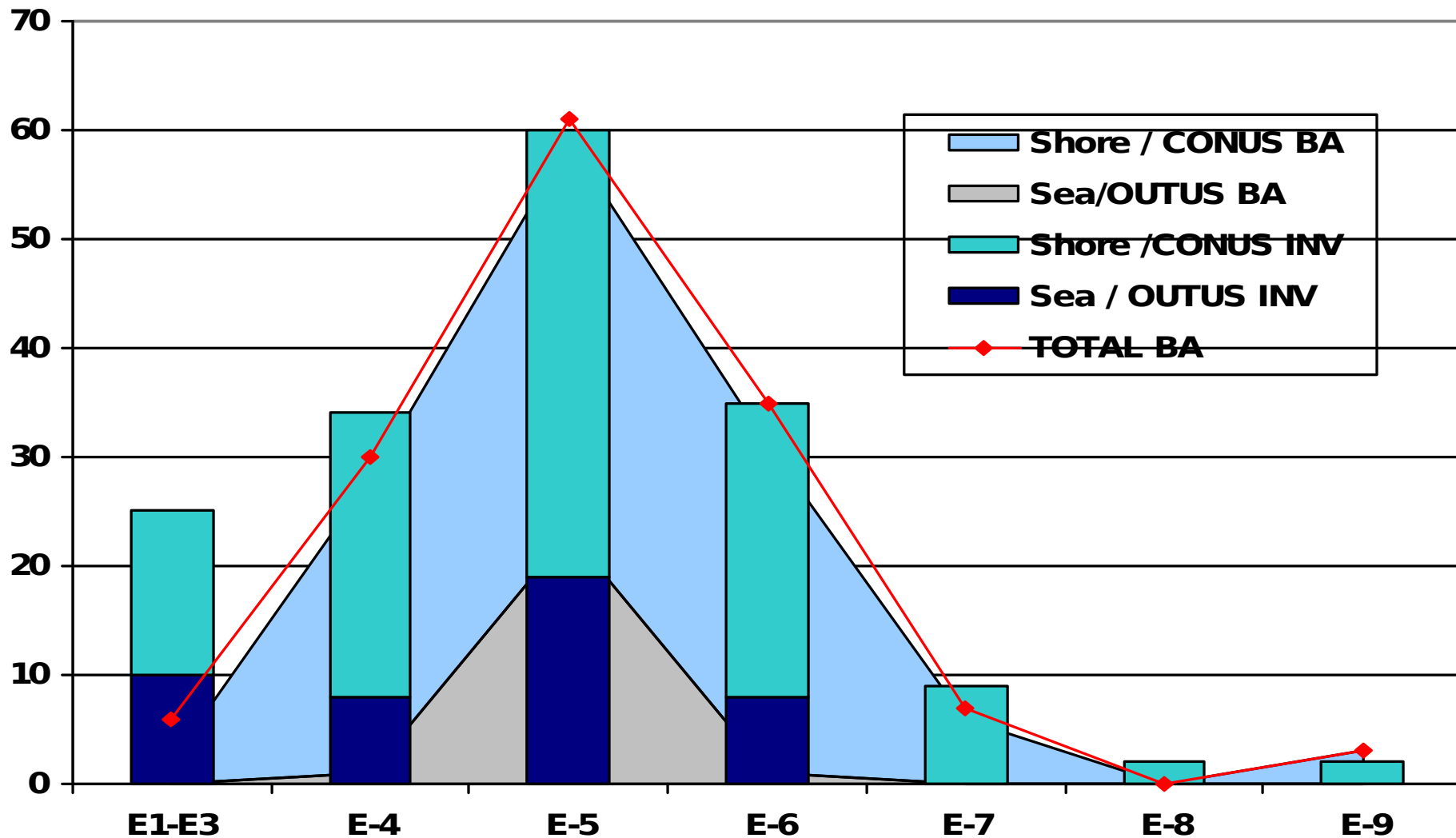
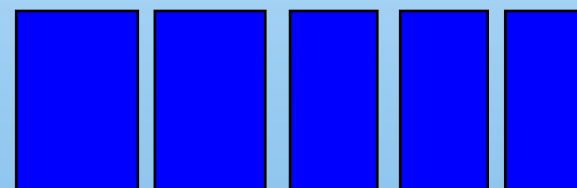


Sea

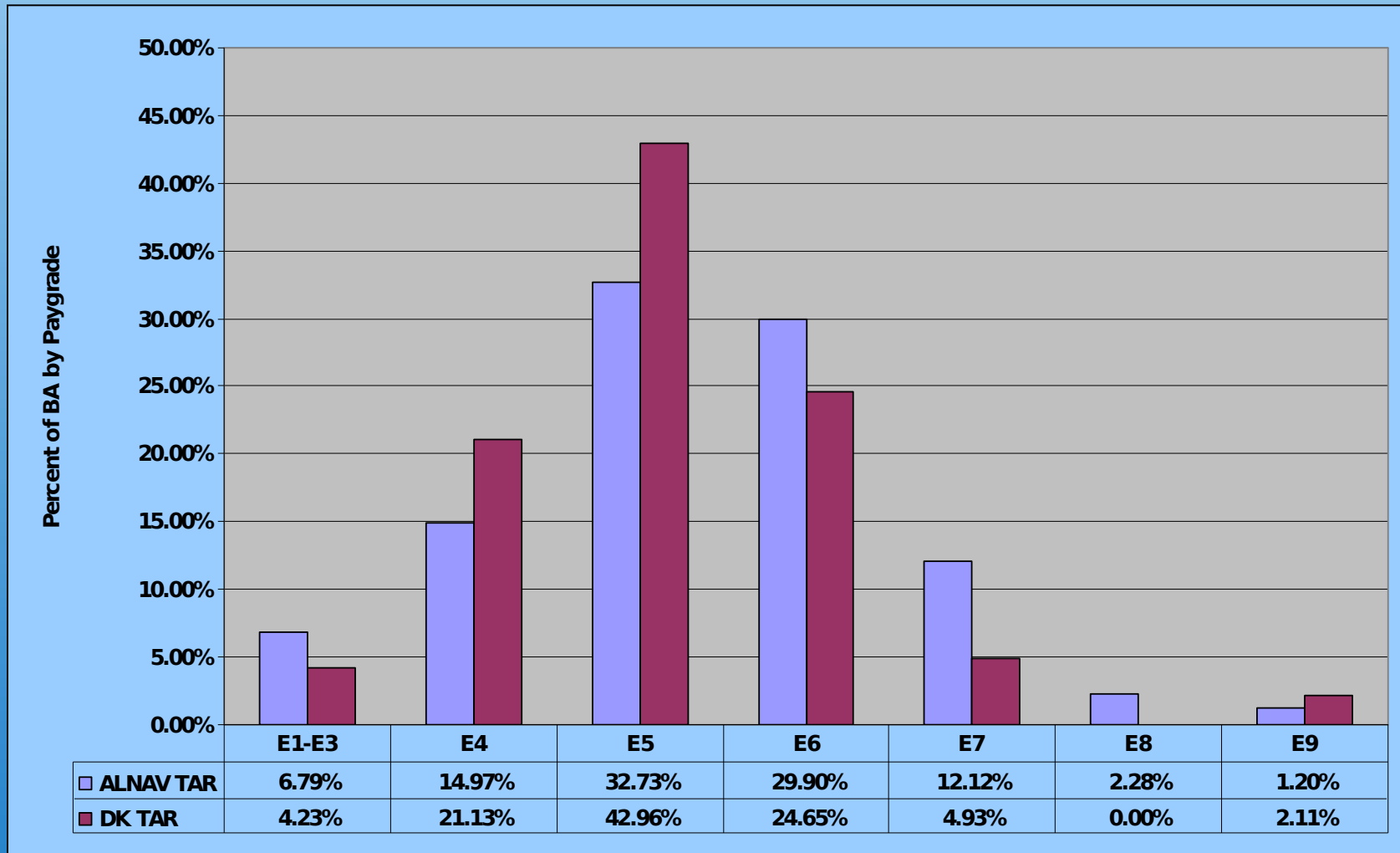
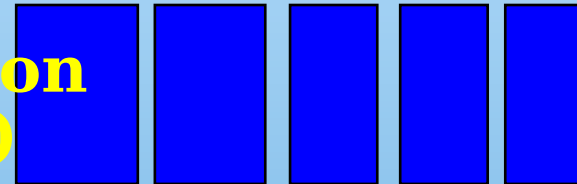


Shore

# DK FTS Rating Billet Analysis



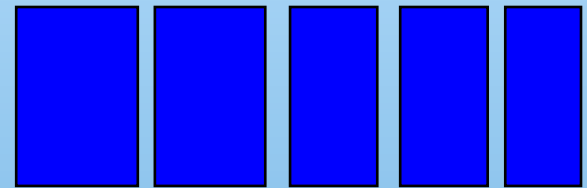
# DK FTS Paygrade Distribution (Billet Pyramid/Diamond)



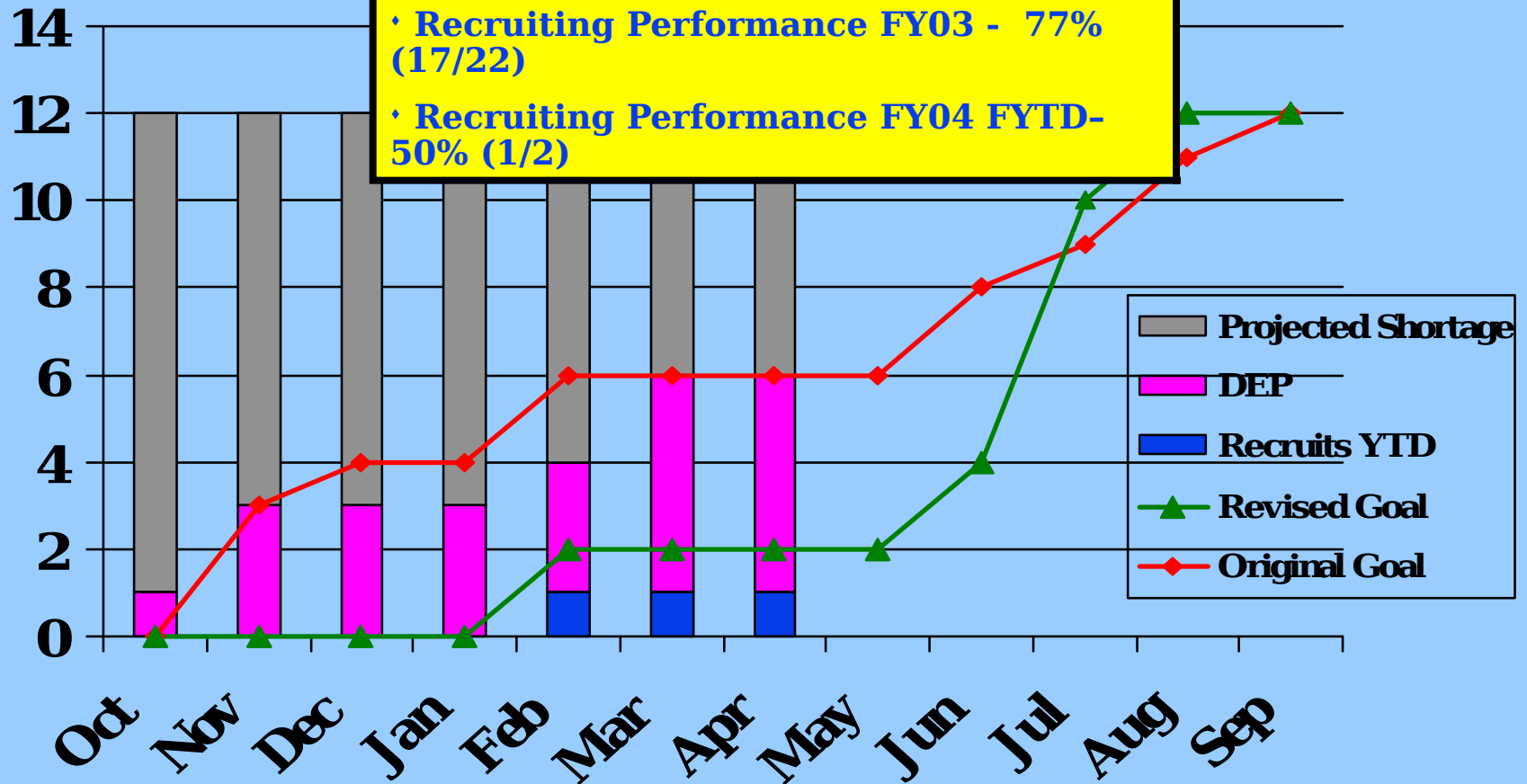
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# DK FTS Recruiting

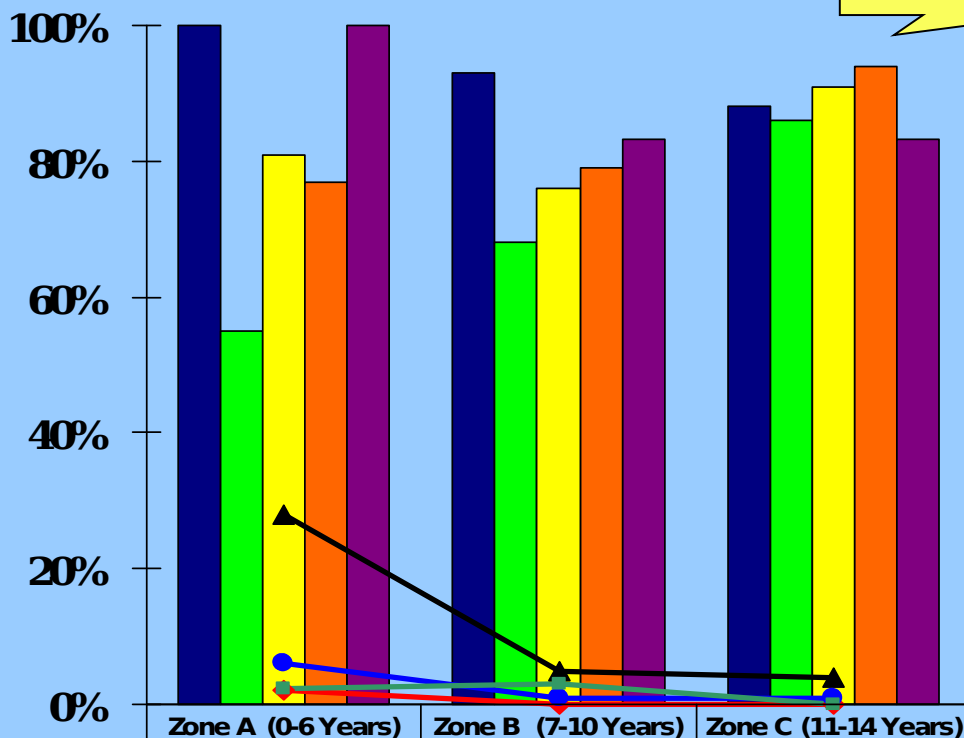


• Recruiting Performance FY02 - 75% (30/40)  
 • Recruiting Performance FY03 - 77% (17/22)  
 • Recruiting Performance FY04 FYTD - 50% (1/2)



# DK FTS Reenlistments and Attrition (RMS)

Period of Report...  
1 May 03 to 31 May 04



	Zone A (0-6 Years)	Zone B (7-10 Years)	Zone C (11-14 Years)
DK FTS Actual Reenlist	100%	93%	88%
DK FTS ECM Goal/Reqd	55%	68%	86%
ALSUP FTS Actual Reenlist	81%	76%	91%
ALNAV FTS Actual Reenlist	77%	79%	94%
DK FTS FY 03 Reenlist	100%	83%	83%
DK FTS Actual Attrition	2%	0%	0%
ALSUP FTS Actual Attrition	28%	5%	4%
ALNAV FTS Actual Attrition	6%	1%	1%
DK FTS FY03 Attrition	2%	3%	0%

## FY 02 TAR Attrition (Zone A)

DK TAR: 1) Drug Abuse - 1.56%  
6.25% 2) Serious Offense - 1.56%  
3) Personality Disorder - 1.56%

Supply TAR: 1) Drug Abuse - 2.08%  
5.63% 2) Serious Offense - 0.83%  
3) Misconduct - 0.83%

ALNAV TAR: 1) Drug Abuse - 2.19%  
7.4% 2) Fraud/Erroneous Entry - 1.69%  
3) Misconduct - 1.54%

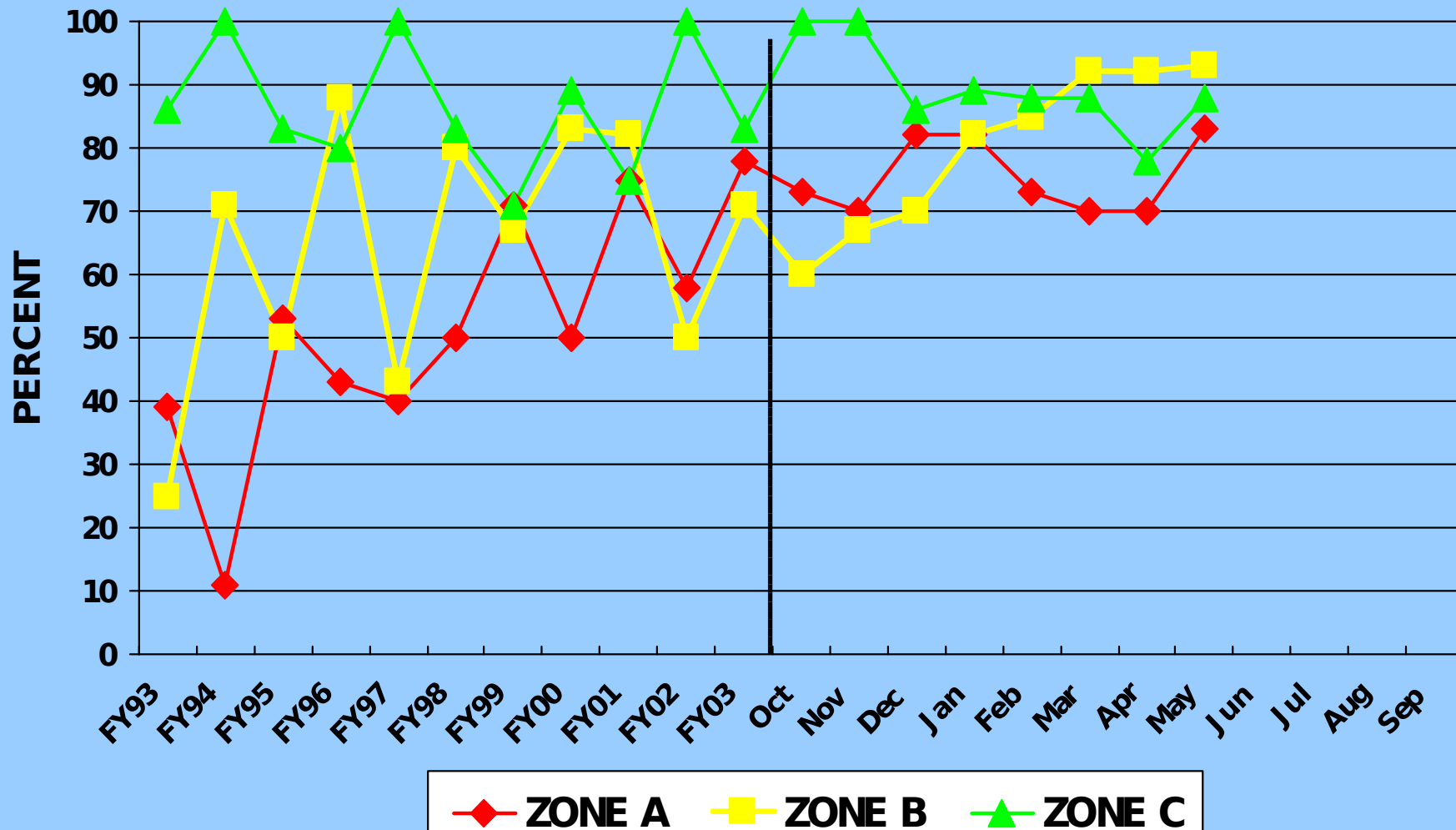
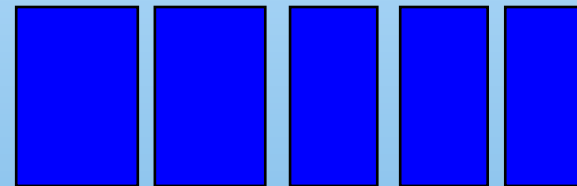
DK TAR: 1) Drug Abuse - 1.2%  
2.41% 2) Personality Disorder - 1.2%

Supply TAR: 1) Drug Abuse - 1.72%  
5.25% 2) Misconduct - 1.08%  
3) Serious Offense - 0.43%

ALNAV TAR: 1) Drug Abuse - 1.7%  
6.9% 2) Fraud/Erroneous Entry - 1.5%  
3) Misconduct - 1.3%

2 sailors lost

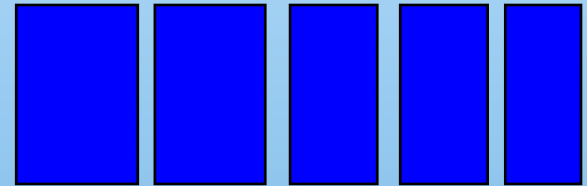
# DK FTS Rating Retention Rates





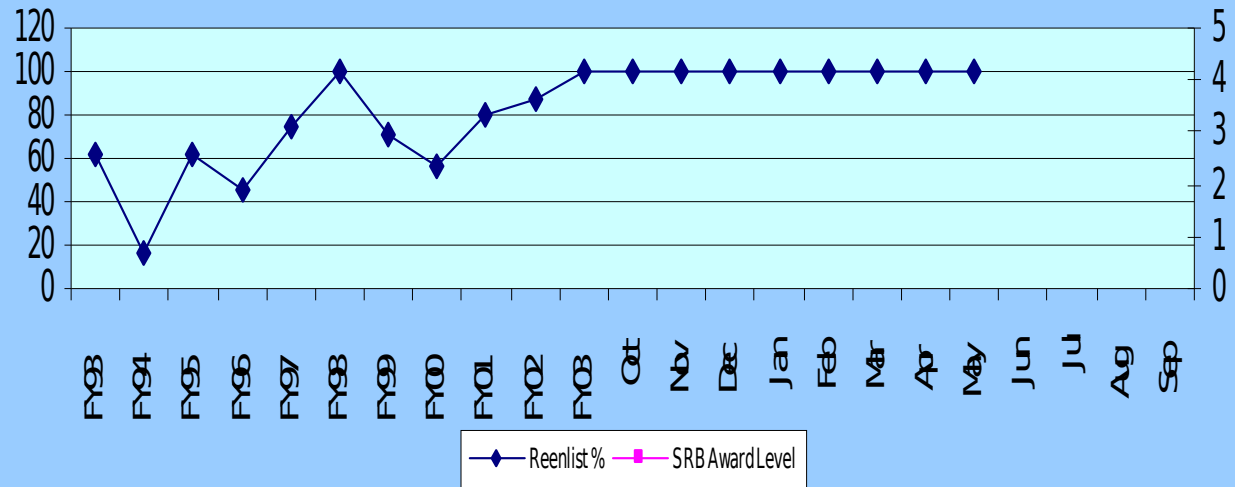
# DK FTS Rating

## Reenlistments Compared With SRB Levels (History)

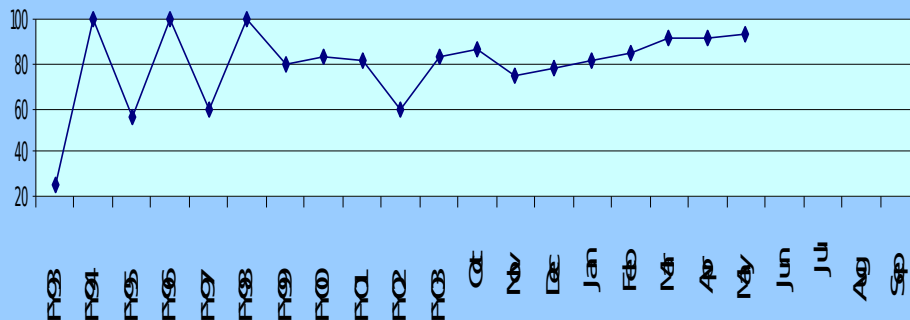


• SRB = Highest Level At Year Established

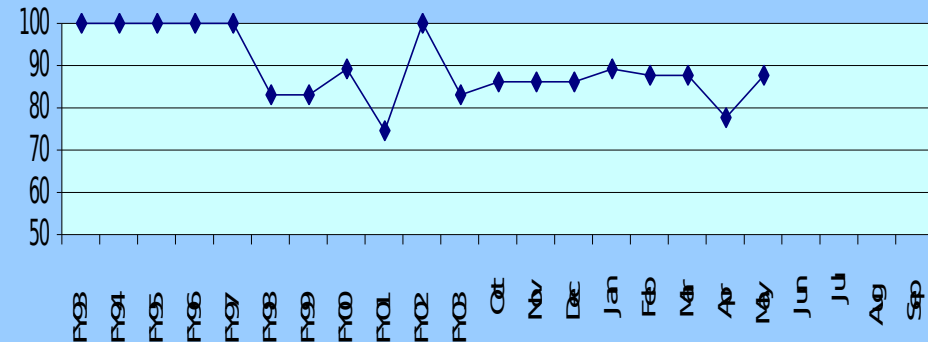
Reenlist Zone A



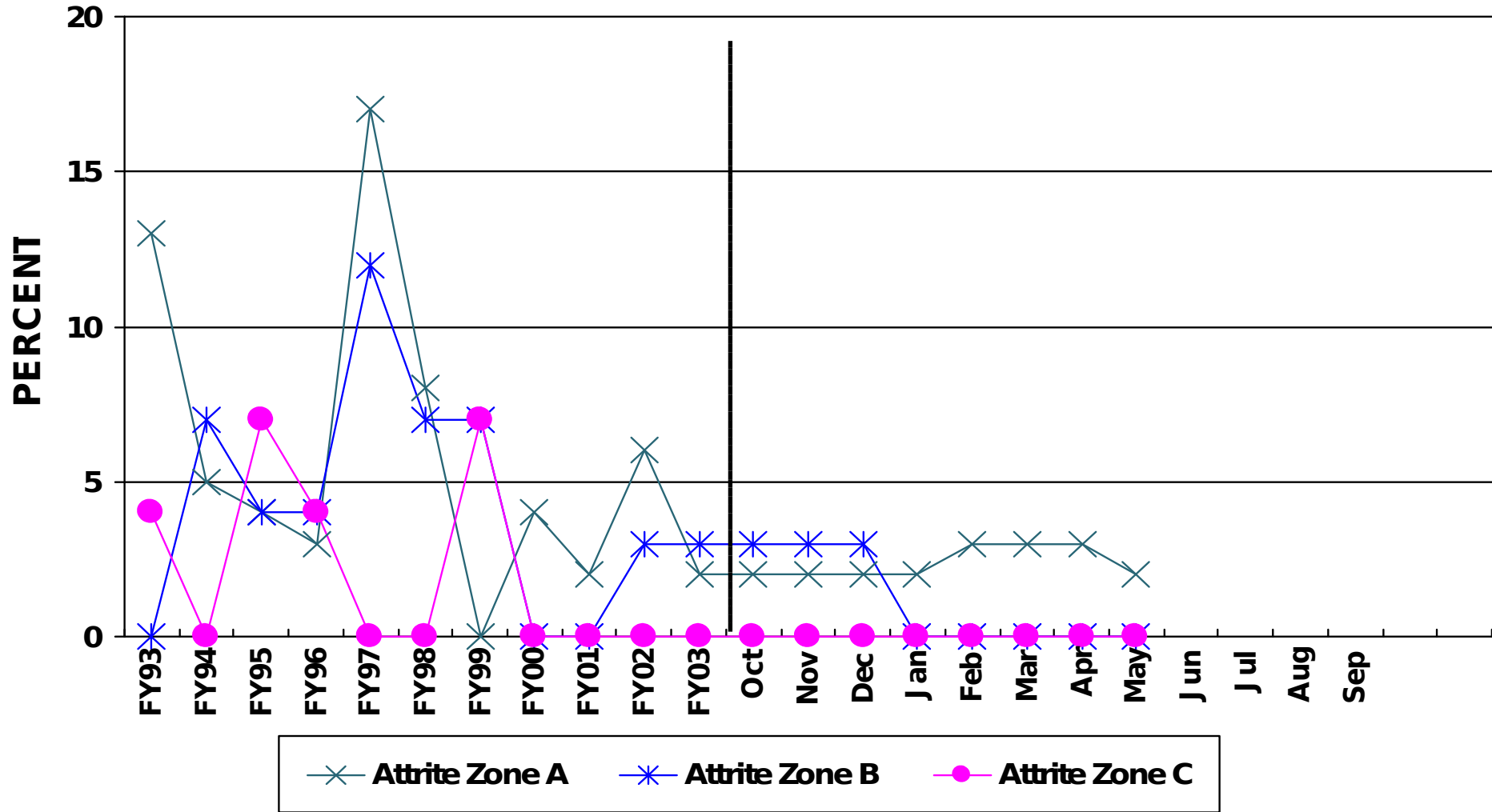
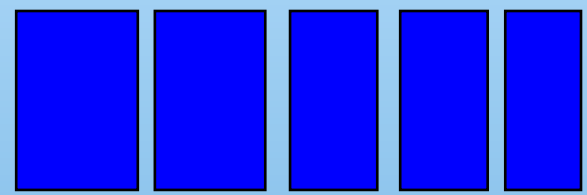
Reenlist Zone B



Reenlist Zone C



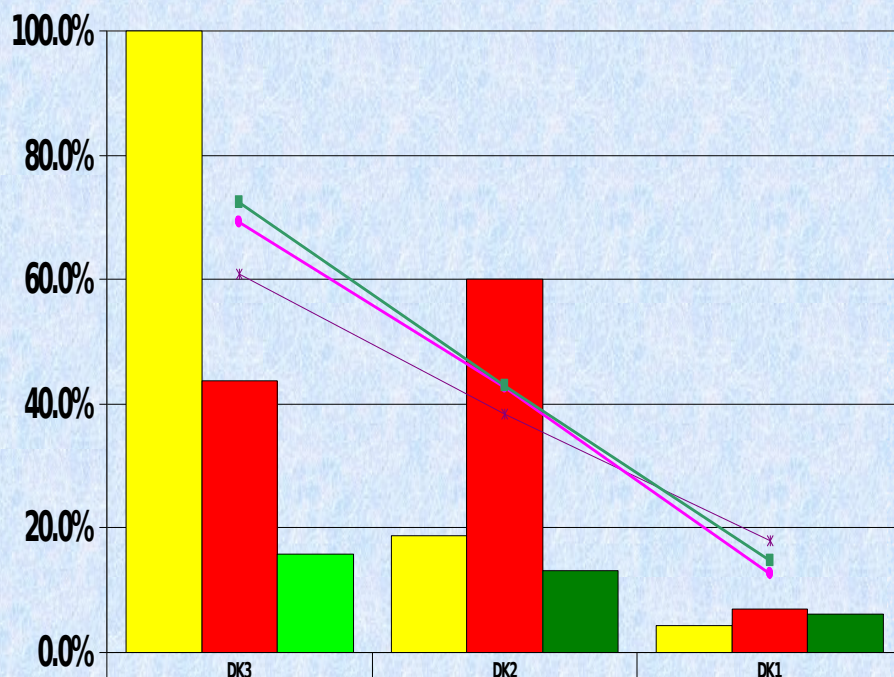
# DK FTS Rating Attrition (History)



# DK FTS Advancement

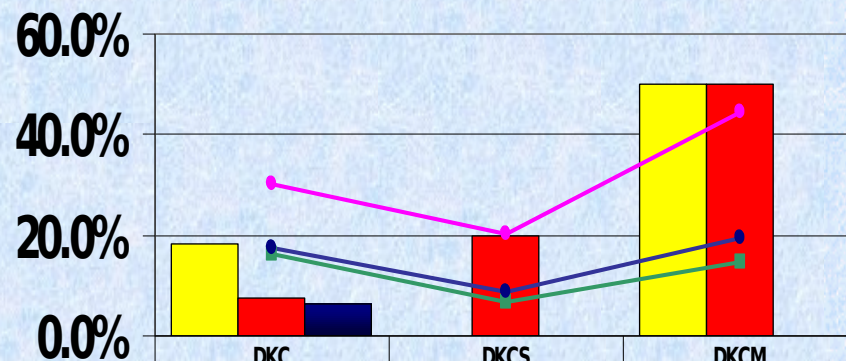
Flow Points (Years)	DK3	ALNAV	DK2	ALNAV	DK1	ALNAV	DKC	ALNAV	DKCS	ALNAV	DKCM	ALNAV
TIG	1.0	1.3	2.0	2.5	5.9	5.4	12.3	5.6	4.2	5.8	6.3	4.6
TAFMS	2.7	2.4	4.0	4.5	9.4	10.4	18.6	14.9	19.9	18.4	20.7	20.2

## DK Advancement E4-E6



Sep 02	100.0%	18.8%	4.2%
Mar 03	43.8%	60.0%	6.9%
Sep 03	15.8%	13.0%	6.1%
6 Yr DK Avg	60.9%	38.3%	17.9%
ALNAV SEP 03	69.1%	42.7%	12.7%
6 Yr ALNAV AVG	72.3%	42.8%	14.7%

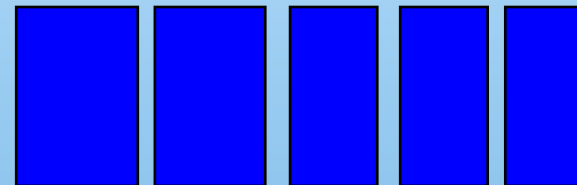
## DK Advancement E7-E9



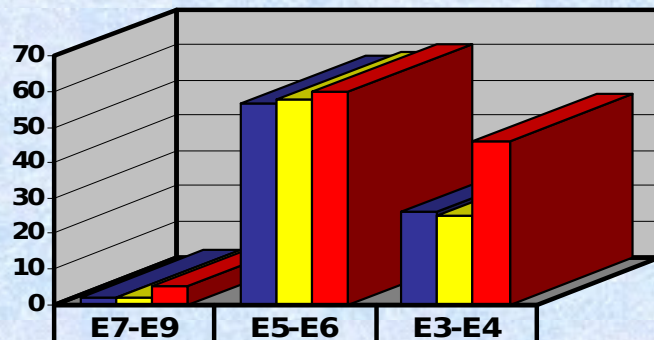
FY 02	18.2%	0.0%	50.0%
FY 03	7.7%	20.0%	50.0%
FY 04	6.3%	0.0%	0.0%
5 Yr DK Avg	15.2%	10.2%	22.2%
ALNAV FY 04	16.5%	6.7%	14.7%
5 Yr ALNAV AVG	17.5%	8.7%	19.3%

# DK FTS

## MCA Manning Profile

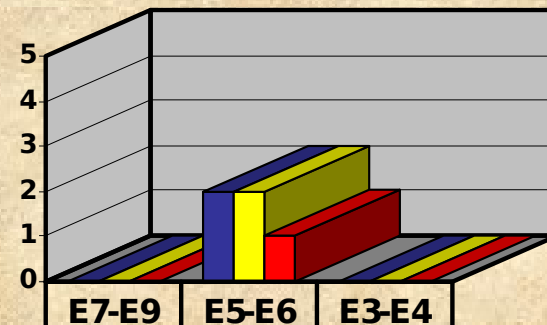


**MCA - LANTFLT**



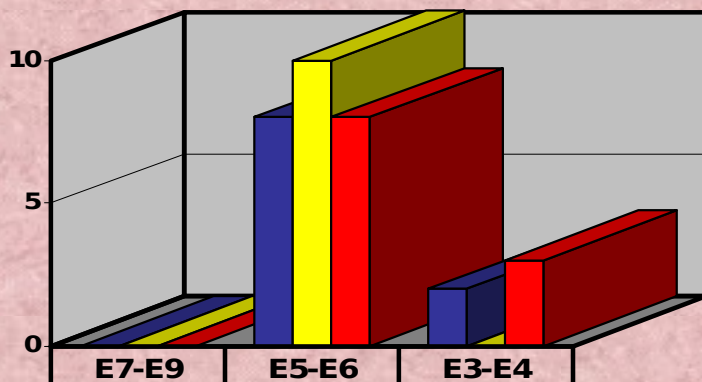
	E7-E9	E5-E6	E3-E4
P9 BA	2	57	26
P9 NMP	2	58	25
COB/INV	5	60	46

**MCA - BUPERS**



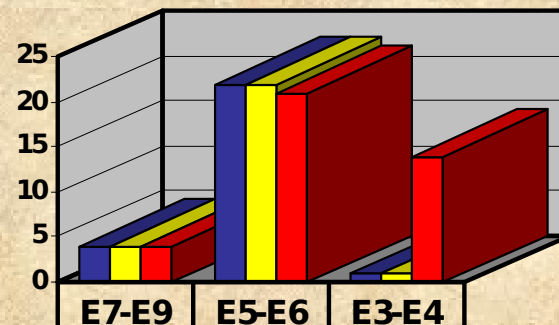
	E7-E9	E5-E6	E3-E4
P9 BA	0	2	0
P9 NMP	0	2	0
COB/INV	0	1	0

**MCA - PACFLT**



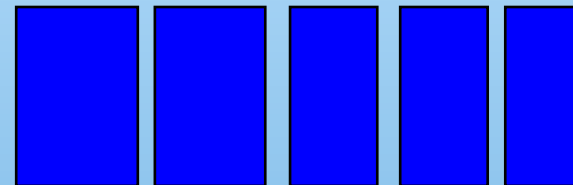
	E7-E9	E5-E6	E3-E4
P9 BA	0	8	2
P9 NMP	0	10	0
COB/INV	0	8	3

**MCA - RESFOR**



	E7-E9	E5-E6	E3-E4
P9 BA	4	22	1
P9 NMP	4	22	1
COB/INV	4	21	14

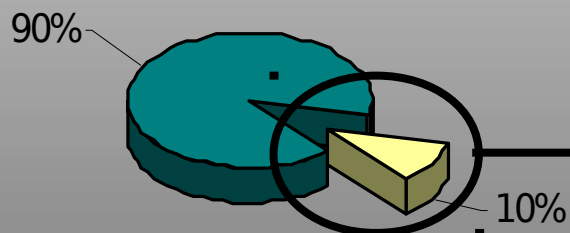
# DK FTS Billet Breakdown



## Actual Sailors Serving Out of Rate

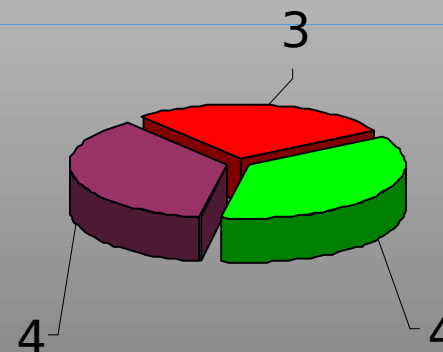
- Instructor - 0
  - General - 0
  - Security - 0
  - Recruiting - 0
- Total: 0 people serving in 11 (+1) billets**

### DK TAR Shore Billets In Rate vs Out of Rate



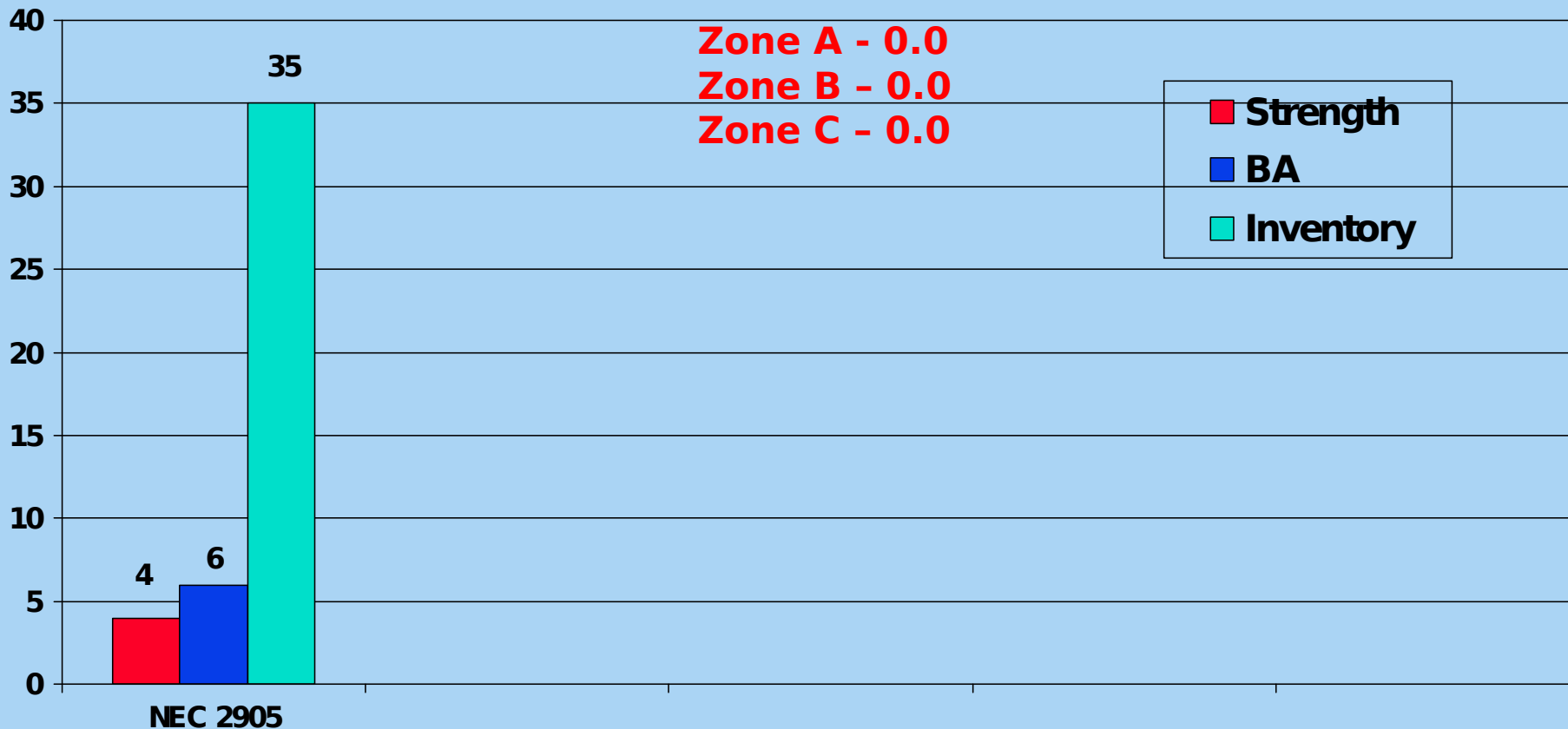
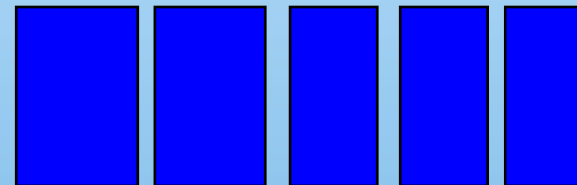
■ In Rate  
■ Out of Rate

### DK TAR Shore Billets Out of Rate



■ Instructor  
■ Security  
■ General

# DK FTS Rating NEC Manning and SRB Rates



**2905 - Disbursing Afloat Automated System Specialist**

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30

# DK Schools List

## "A" School

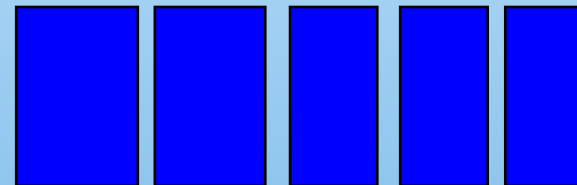
Course	ASVAB Rqmt	CIN	FY01 Util %	FY 02 Util%	FY 03 Util %	Course Length	CDP	Location
DK "A" School	VE+AR=105	A-542-0011	116%	148%	49%	7 Weeks	6061	NTTC Meridian, MS

### NEC 2905 "C" School

Open school to E4s to take advantage of Career Schools List Opportunities and Increase Inventory holding NEC

## "C" Schools

Course	NEC Awarded	CIN	FY 01 Util %	FY 02 Util %	FY 03 Util %	Course Length	CDP	Location(s)
Disbursing Afloat Automated Systems Specialist (Career Schools Listing)	2905	A-542-0015	41%	63%	59%	33 Days	150A 540H 574C 607E	FTC Norfolk Silverdale, WA FTC San Diego LTA Mayport FL
Disbursing Clerk Fiscal Procedures	None	A-542-0014	139%	93%	86%	12 Days	4717 540F 574B 607D 740Y	FTC Norfolk Silverdale, WA San Diego LTA Mayport, FL Pearl Harbor
Disbursing Clerk Travel Payments	None	A-542-0013	110%	101%	129%	12 Days	4716 574A 540E 607C	FTC Norfolk FTC San Diego TTF Bangor, WA LTA Mayport, FL
A/TM III	None	N/A	--	--	--			FTC Norfolk FTC San Diego
DJMS Refresher	None	N/A	--	--	--			FTC Norfolk FTC San Diego



## ➤ Rating Merger

- NEOCS complete recommending merger....next OPNAV N1, CNO and SECNAV approval....estimated start March 2004

- ◆ Personnel Specialist (PS) -- PN rating Badge

## ➤ Why Merge?

- NAVSUP Workload Reduction Programs

- ◆ Disbursing Off-Ship
- ◆ Pay and Personnel Ashore (PAPA)
- ◆ Navy Cash Card (Cash Light Ship)

- Disbursing Pay/Personnel Systems

- ◆ Navy Integrated Personnel System (NSIPS) - Interim System
- ◆ Defense Joint Military Pay System (DJMS)/Defense MILPAY Office (DMO) - Interim System
  - Defense Integrated Military Human Resource System (DIMHRS)

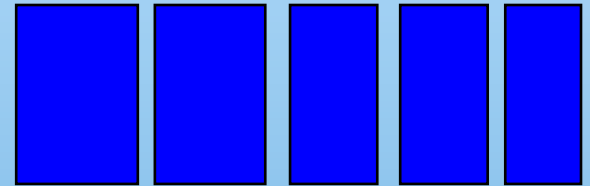
DIMHRS/D  
TS

Future  
Integrated  
Pay/Person  
nel  
Systems...

Navy  
Deployment  
4-5 Years

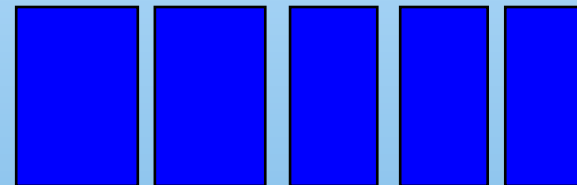


# Why Personnel Specialist?



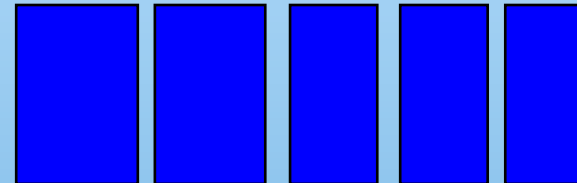
- **Rating Name Proposal - - Personnel Specialist (PS)**
  - **Personnel Specialist - readily convertible to the civilian sector**
  - **Removes the gender connotation associated with "Personnelman"**
  - **Has civilian certifications available that apply to the occupation**
  
- **A PS in the civilian sector encompasses the following job skills:**
  - ***personnel administration / position classification and compensation / employee training and development / benefits administration / personnel policies and procedures / researches information and statistics and prepares reports / preparing staff reports on the fiscal impact of implementing salary range and classification changes / preparing, coordinating and presenting employee training and development programs / draft and revise training materials / administration of the employee benefits program / provides individual counseling and guidance to employees and retirees***

# Other Navies and Services



- **Examples of other navies that have ratings that compare to the functions performed by U.S. Navy DK, PN, and YN ratings are listed below:**
  - **Royal Australian Navy - Writer (WTR)**
  - **British Royal Navy - Writer (WTR)**
  - **Canadian Navy - Resource Management Support Clerk (RMS CLK)**
  - **The functions they perform are Human Resource Admin, Financial Management, Personnel Support, and Corporate and general administration/clerical work**
- **Army pay and personnel**
  - **Personnel Administration Specialist (MOS-75B) / Finance Specialist (MOS-73C) / Accounting Specialist (MOS-73D)**
- **Air Force pay and personnel**
  - **Finance Specialist (6F0X1) / Personnel Specialist (3S0X1)**
- **Marine Corps pay and personnel:**
  - **Personnel Clerk (0121) / Financial Clerk/ Finance Technician (3432)**

# Other Potential DK/PN Rating Names Reviewed



## ➤ Names Reviewed

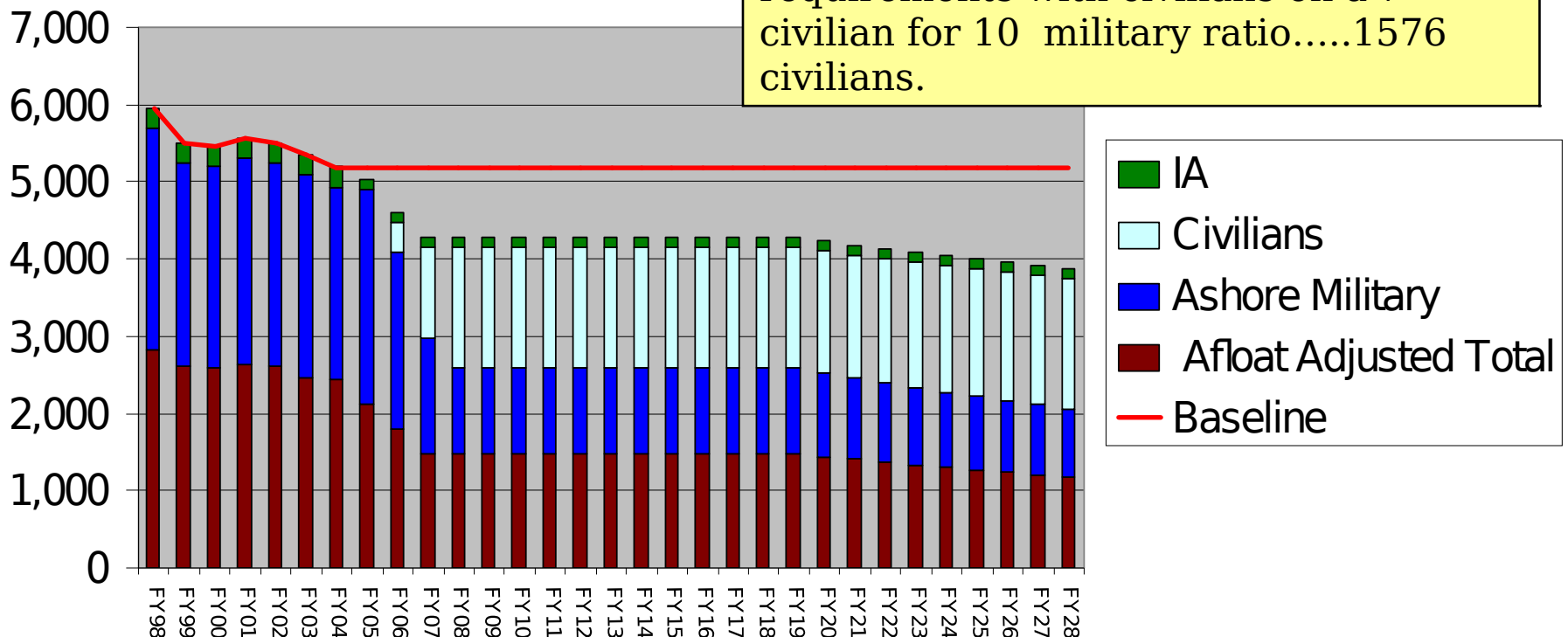
1. Personnel Specialist
2. Personnel Management Specialist
3. Personnel Services Specialist
4. Personnel Support Specialist
5. Personnel Program Specialist
6. Administrative Personnel Specialist
7. Personnel Administrative Specialist
8. Organizational Resource Specialist
9. Organizational Personnel Specialist
10. Administrative Specialist
11. Customer (Consumer) Resource Specialist
12. Service Resource Specialist
13. Business Process Specialist
14. Customer Support Specialist
15. Support Management Specialist
16. Functional Support Specialist
17. Human Resource Specialist
18. Resource Specialist
19. Pay and Personnel Specialist
20. Customer Service Specialist
21. Business Manager Specialist
22. Resource Management Support Clerk
23. Pay and Personnel Clerk

# Manpower Analysis

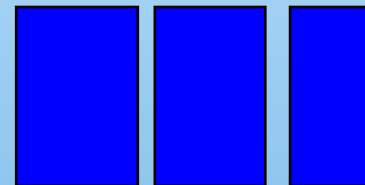
- Assumes Attrition, Reduced Recruiting and Conversions to lose 2348 Military. Based on PAPA implementation over 3 years.

- Replaces military in excess of SSR requirements with civilians on a 7 civilian for 10 military ratio.....1576 civilians.

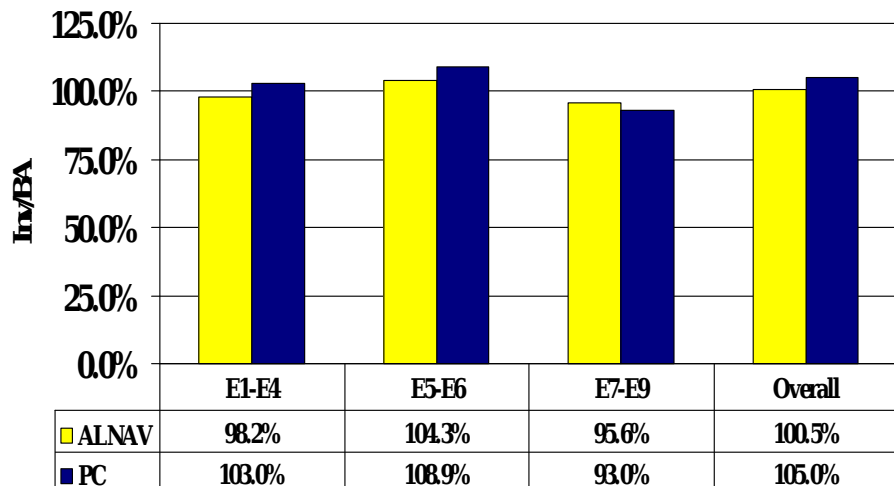
## END State DK/PN Afloat and Ashore



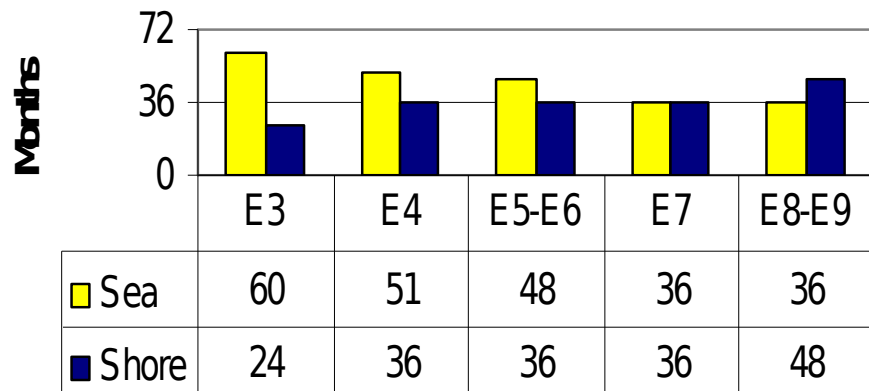
# PC Rating Profile



PC BA Manning












PC Sea/Shore Rotation



## Overall Rating Grade

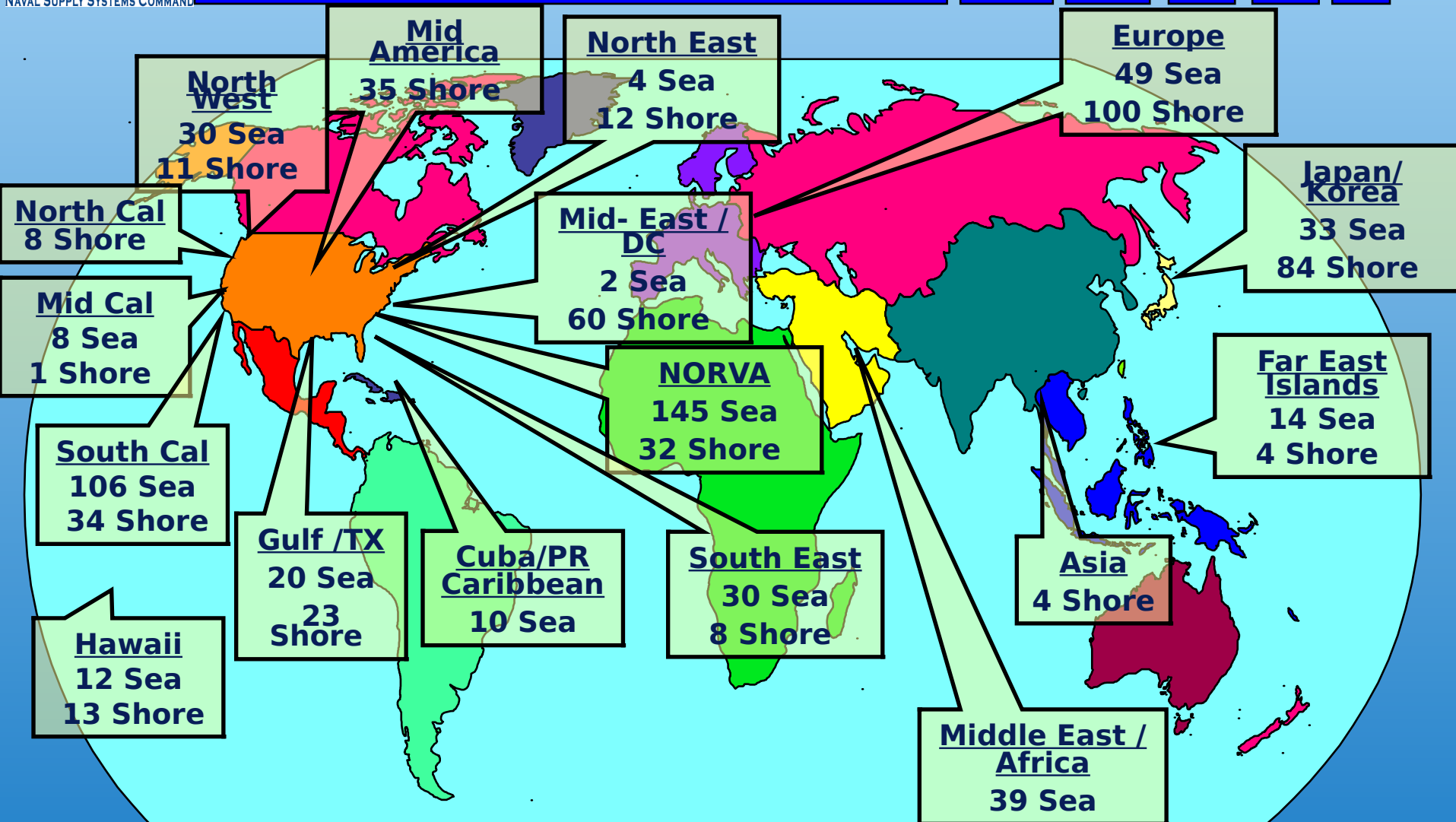


Category	E1-E4	E5-E6	E7-E9	Overall
Manning				
Sea/Shore Rotation				
Advancement Opportunity				
Recruiting				
Shore Billet Quality				

	Zone A	Zone B	Zone C	Overall
Reenlistment				
Attrition				

	Yes	No	
SRB	✓		<div>SRB</div> <div>Zone A - 0.5</div>
EB	✓		
Priority Rating	✓		<div>EB</div> <div>Oct-Sep \$2K</div>
Striker/Entry Opportunity	Approval Required		
Perform to Serve (PTS)	✓		

# PC Billet Locations



# PC Inventory Distribution

(by

**CNRC Priority Rating**  
**Enlistment Bonus**  
**\$2K Oct - Sep**

## Manning Summary

- EPA: 907    BA: 914    INV: 960  
 Relative Size - 73rd of 93 ratings

**NON-DETAILABLE - 30 (+3)**

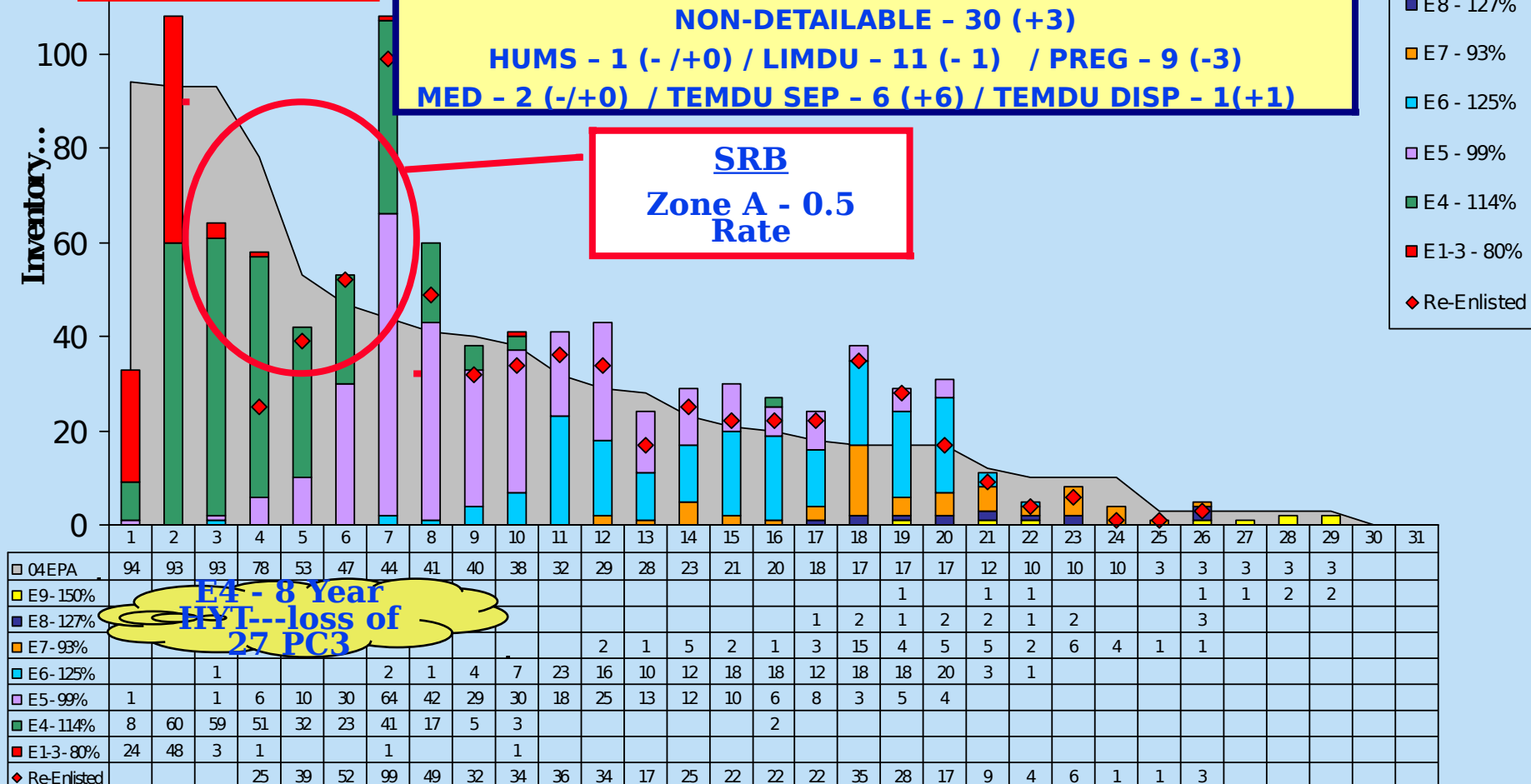
**HUMS - 1 (-/+0) / LIMDU - 11 (- 1) / PREG - 9 (-3)**

**MED - 2 (-/+0) / TEMDU SEP - 6 (+6) / TEMDU DISP - 1(+1)**

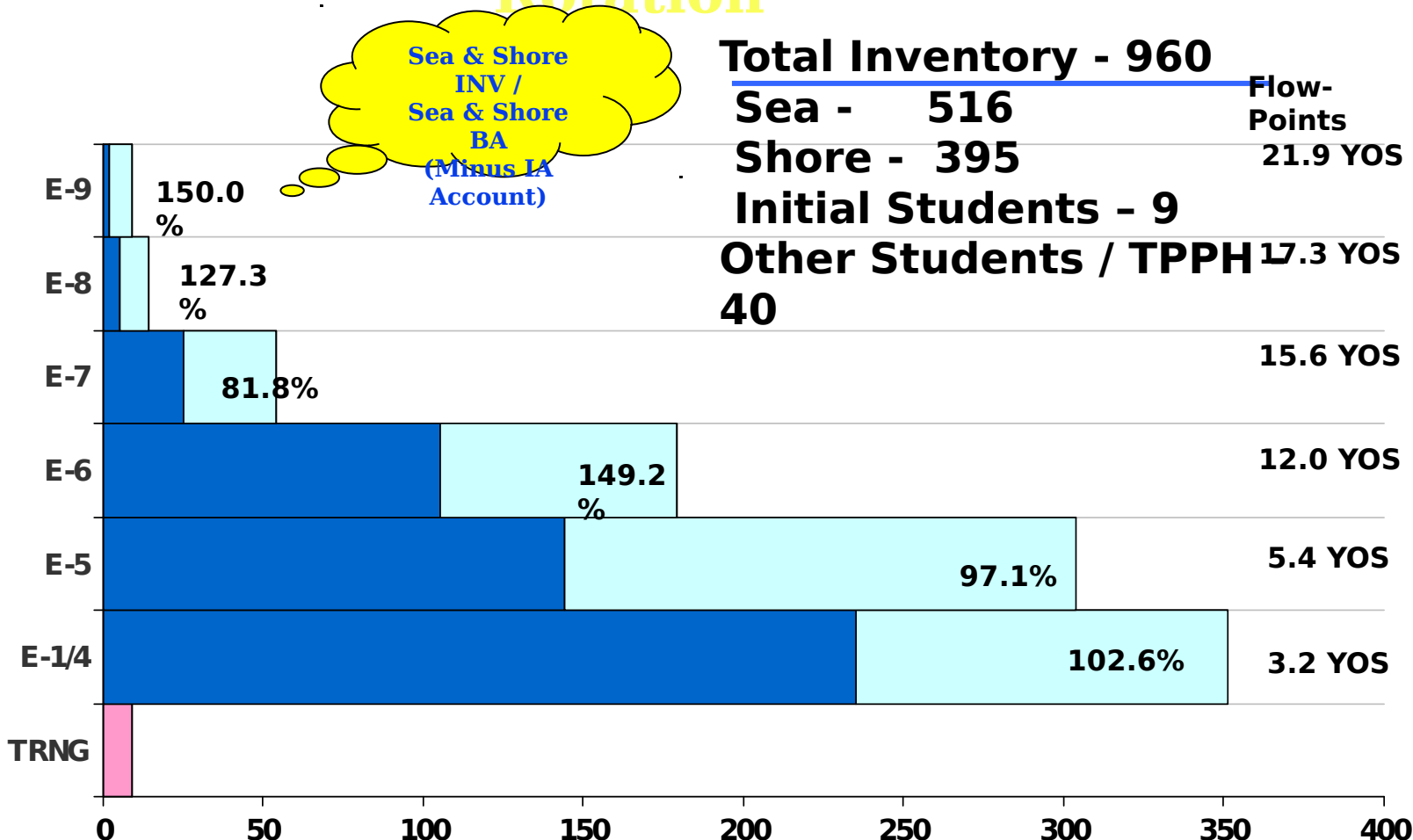
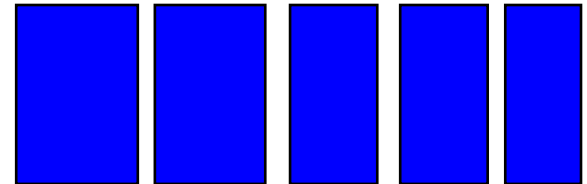
**SRB**

**Zone A - 0.5 Rate**

Inventory...



# PC Rating Sea/Shore Population and Rotation



Sea & Shore  
INV /  
Sea & Shore  
BA  
(Minus IA  
Account)

**Total Inventory - 960**

**Sea - 516**

**Shore - 395**

**Initial Students - 9**

**Other Students / TPPH 40**

Flow-  
Points

21.9 YOS

17.3 YOS

15.6 YOS

12.0 YOS

5.4 YOS

3.2 YOS

48

SHORE  
36 SEA

36

SHORE  
36  
SEA

36

SHORE

48 SEA

36

SHORE

60 SEA

5 TRNG



Sea

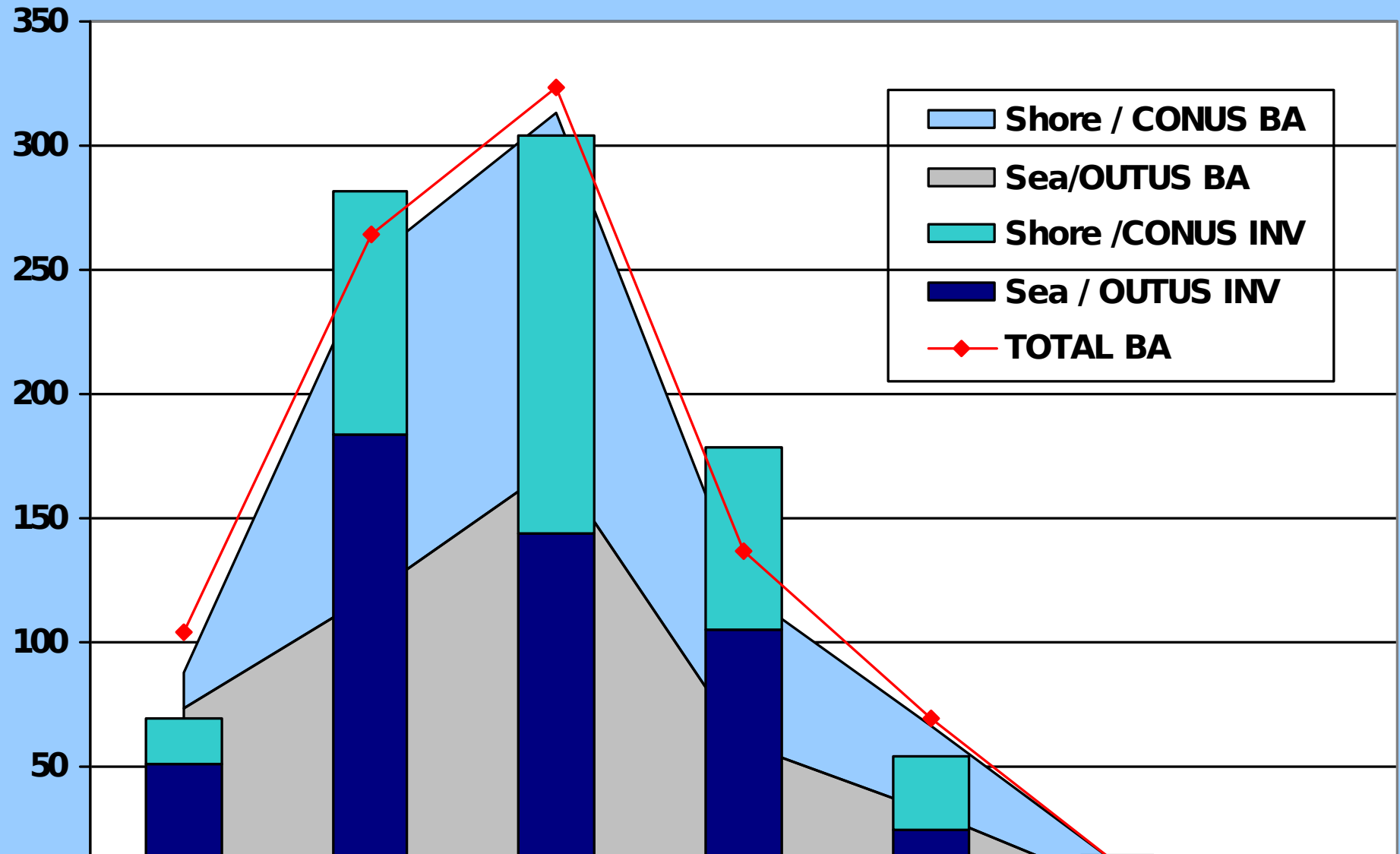
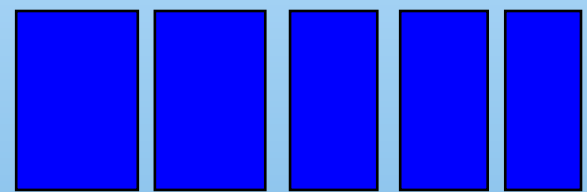


Shore

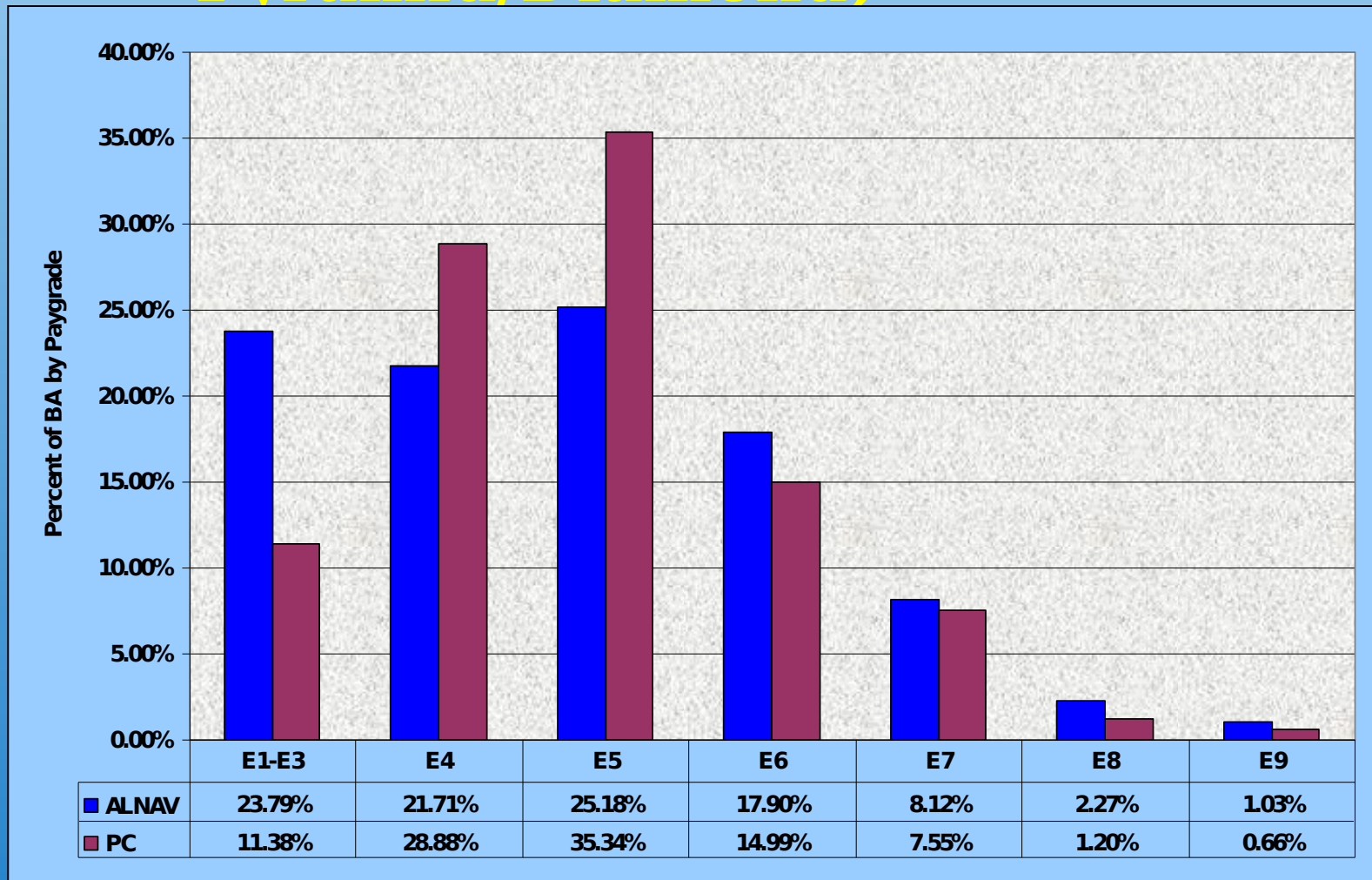
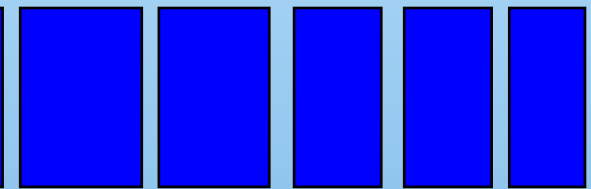
09/04/16



# PC Rating Billet Analysis



# PC Paygrade Distribution (Billet Pyramid/Diamond)



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42

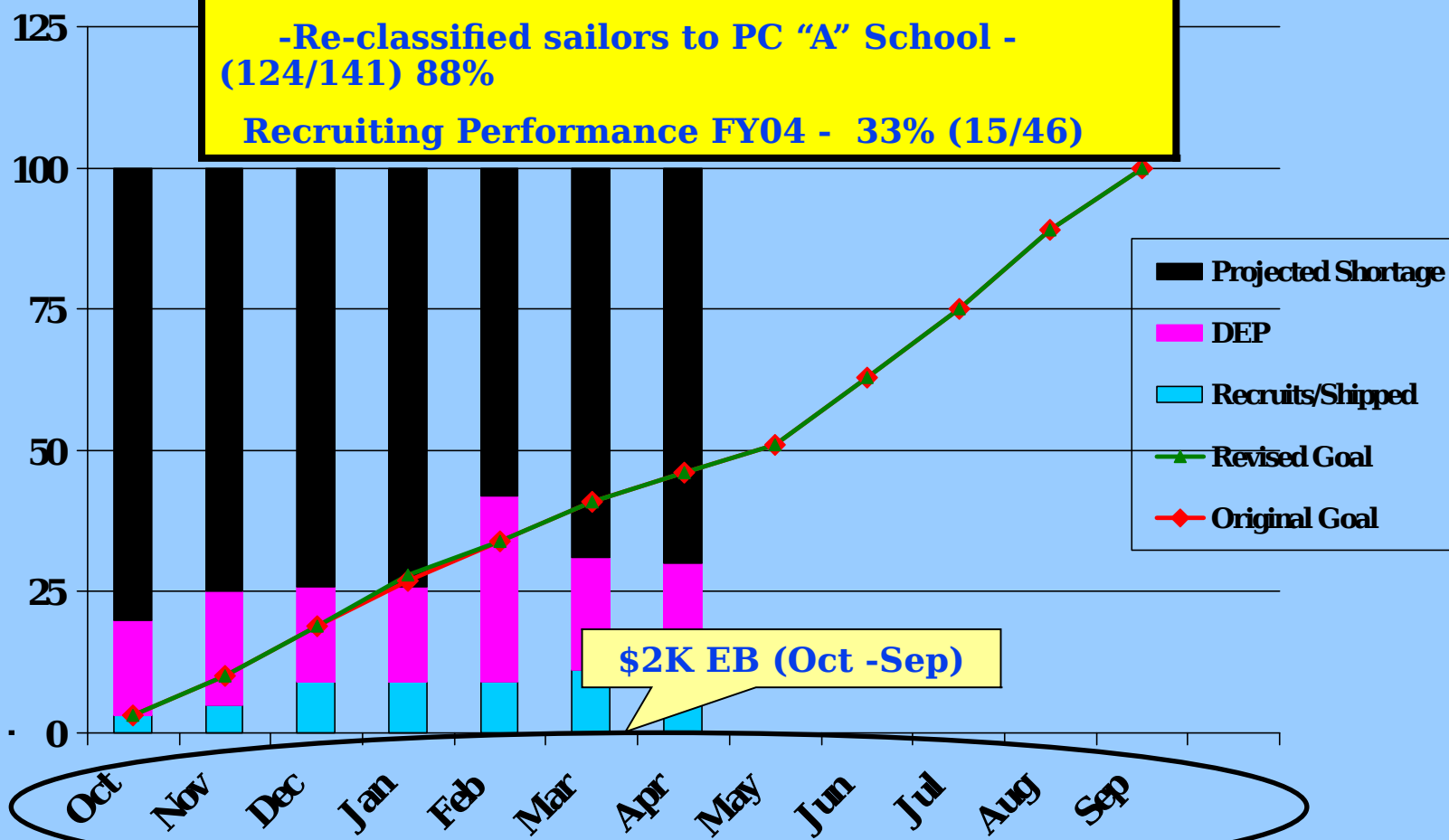
# PC Recruiting

• Recruiting Performance FY02 - 173% (26/15)

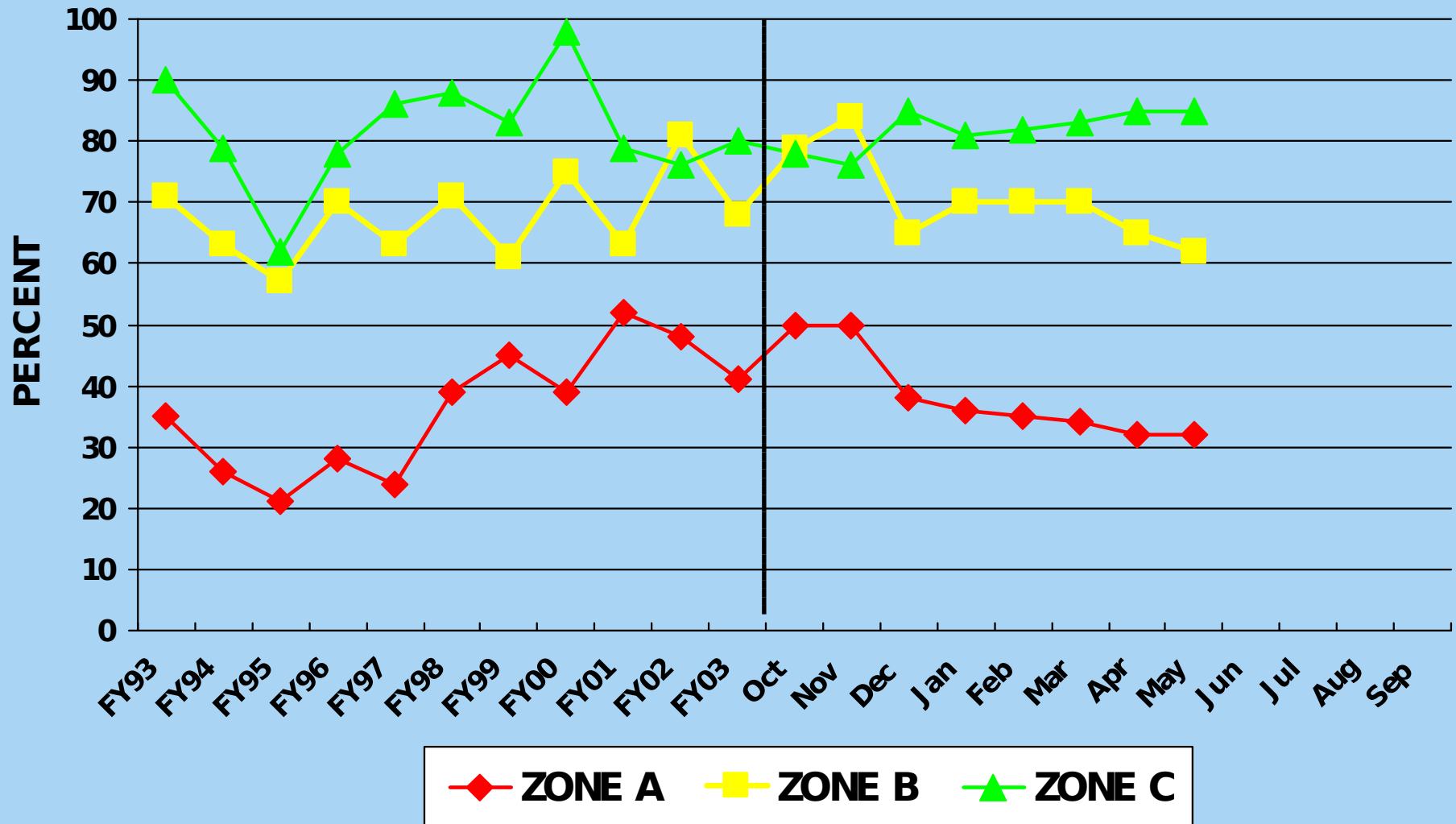
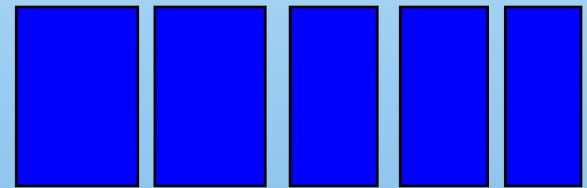
• Recruiting Performance FY03 - 44% (62/141)

-Re-classified sailors to PC "A" School -  
(124/141) 88%

Recruiting Performance FY04 - 33% (15/46)

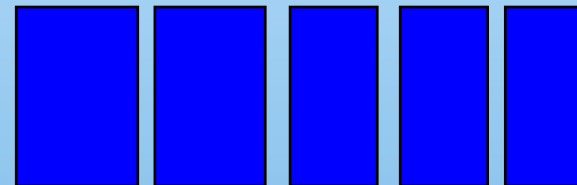


# PC Rating Retention Rates

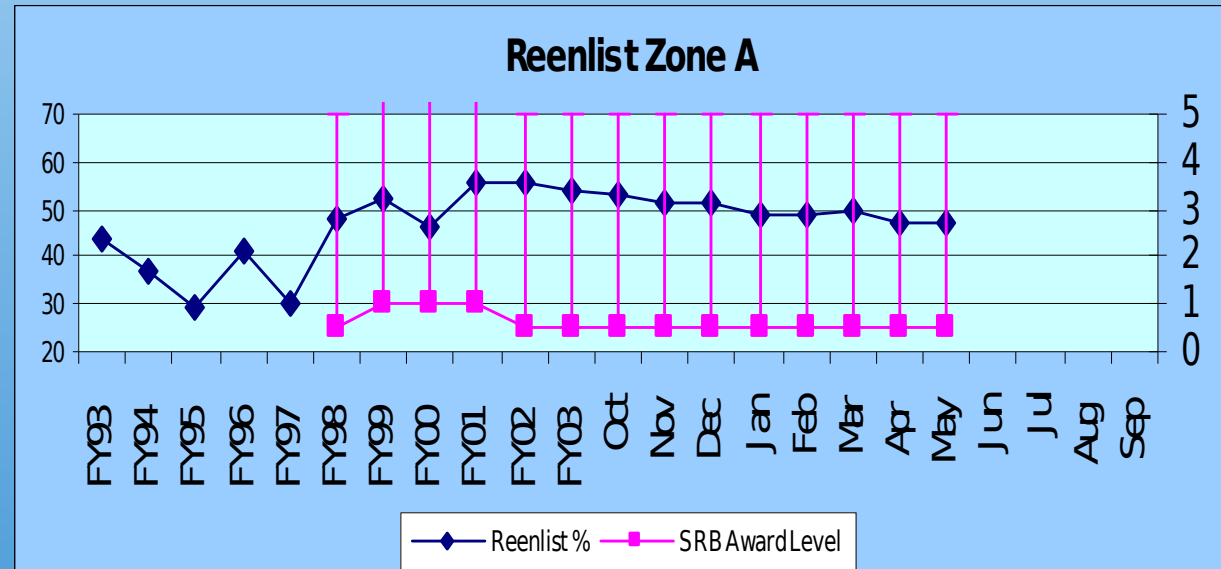


# PC Rating

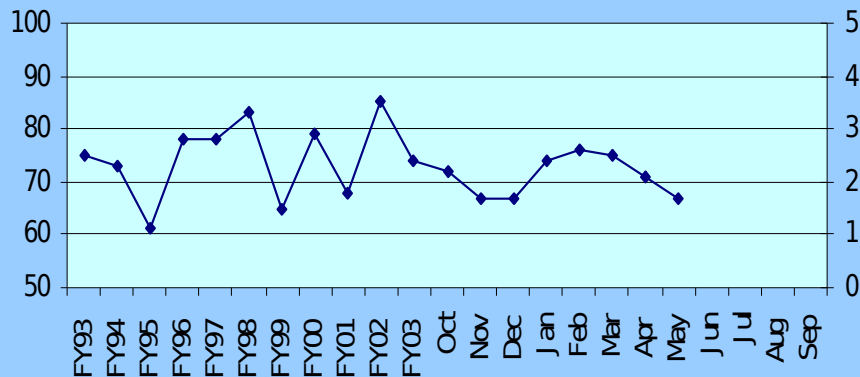
## Reenlistments Compared With SRB Levels (History)



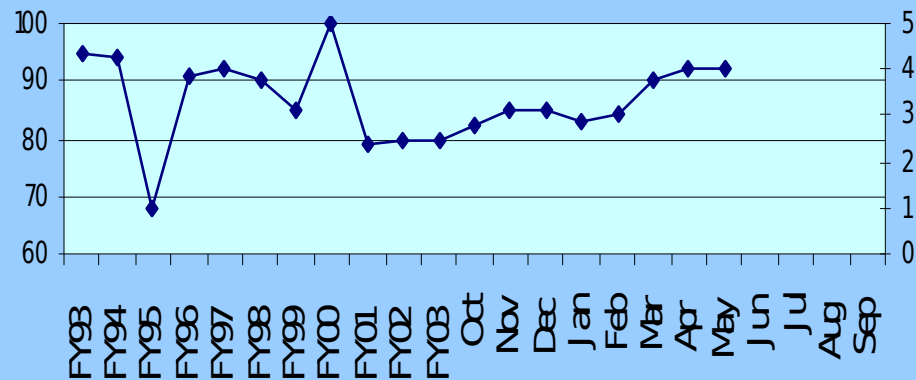
• SRB = Highest Level At Year Established



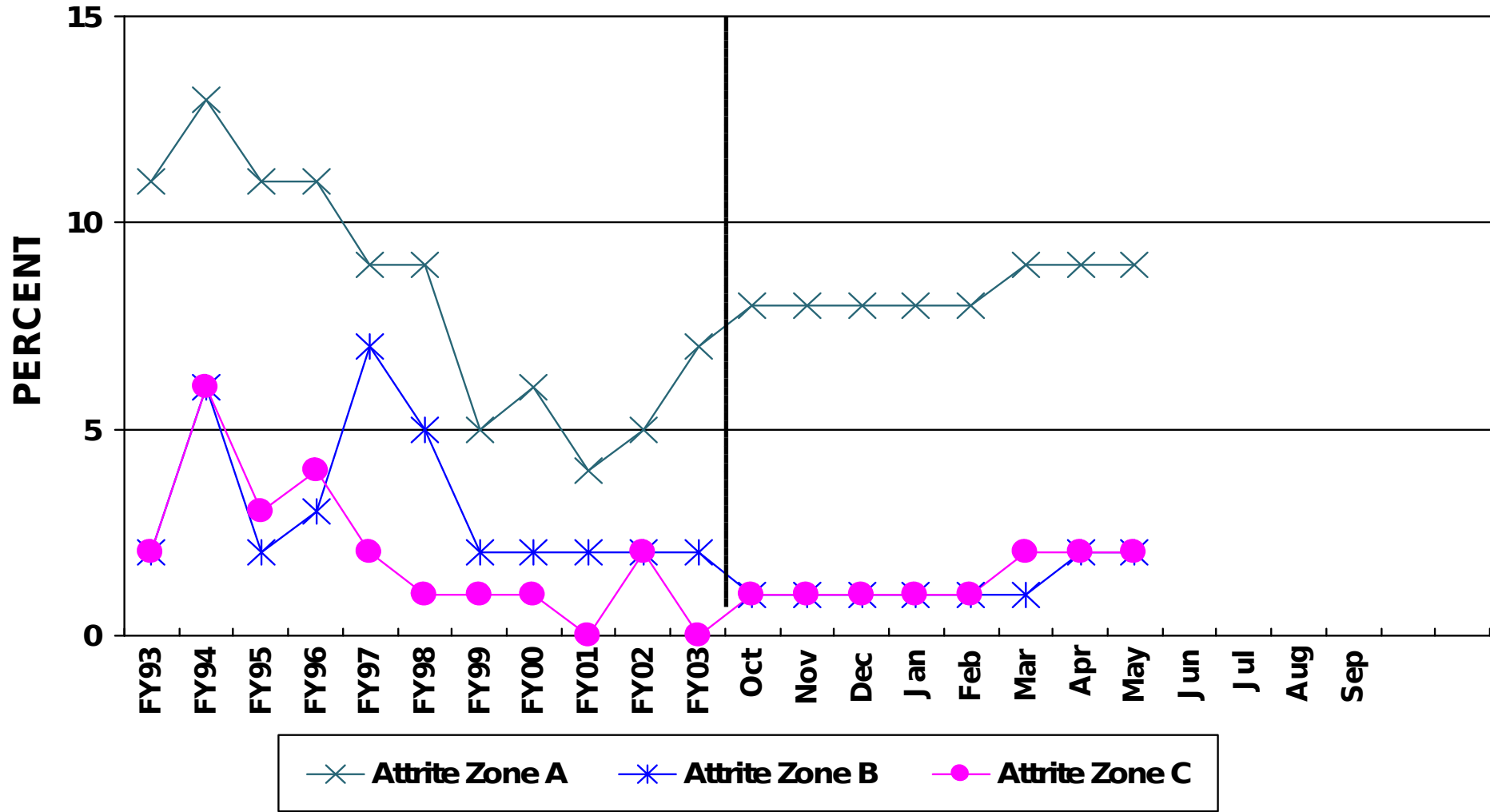
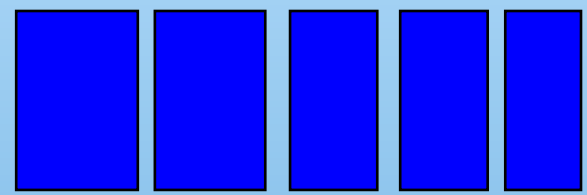
### Reenlist Zone B



### Reenlist Zone C



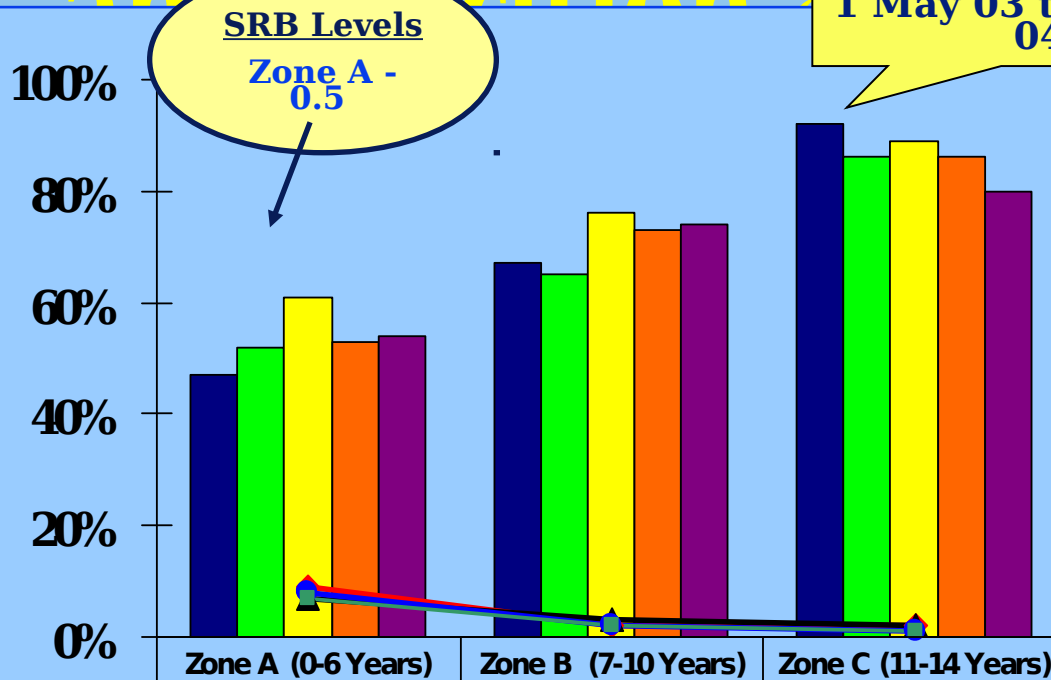
# PC Rating Attrition (History)



# PC Reenlistments

Period of Report...

1 May 03 to 31 May 04



## FY 02 Attrition Facts (Zone A)

**PC:** 1) Medical / Disability - 1.31%  
**4.70%** 2) Misconduct - 1.27%  
3) Parenthood - 1.04%

**Supply:** 1) Drug Abuse - 2.11%  
**6.56%** 2) Misconduct - 1.26%  
-0.43% 3) Medical / Disability

**ALNAV:** 1) Drug Abuse - 2.19%  
**9.0%** 2) Fraud/Erroneous Entry - 1.69%  
3) Misconduct - 1.54%

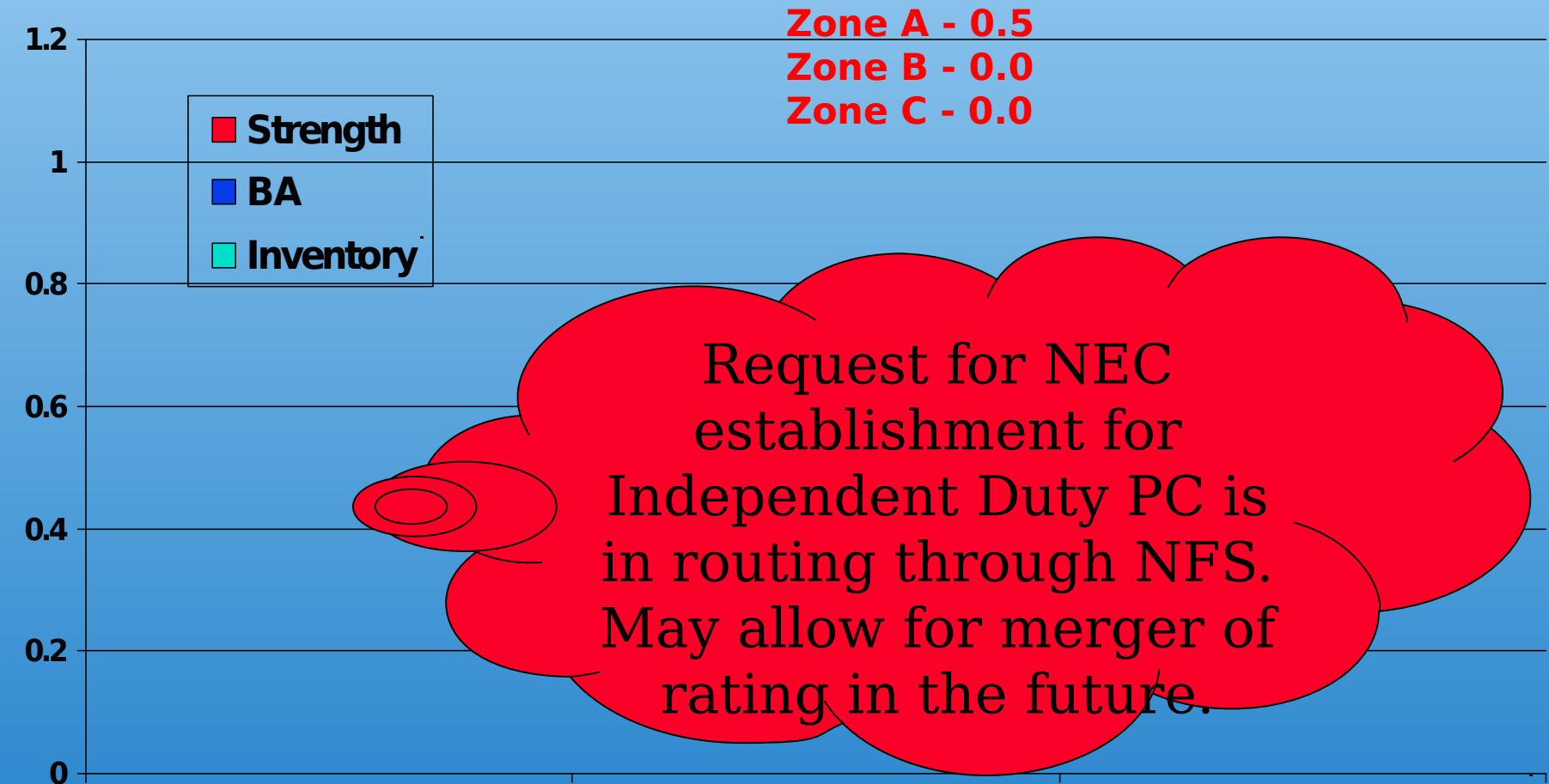
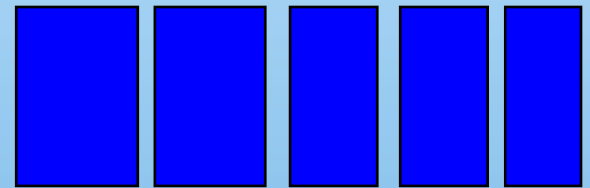
**PC** 1) Drug Abuse - 2.20%  
**6.87%** 2) Misconduct - 1.37%  
1.10% 3) VSI Early Release -

**Supply:** 1) Drug Abuse - 2.04%  
**6.97%** 2) Misconduct - 1.18%  
1.10% 3) Personality Disability -

**ALNAV:** 1) Drug Abuse - 1.7%  
**8.3%** 2) Fraud/Erroneous Entry - 1.5%  
3) Misconduct - 1.3 %

25 sailors lost

# PC Rating NEC Manning and SRB Rates

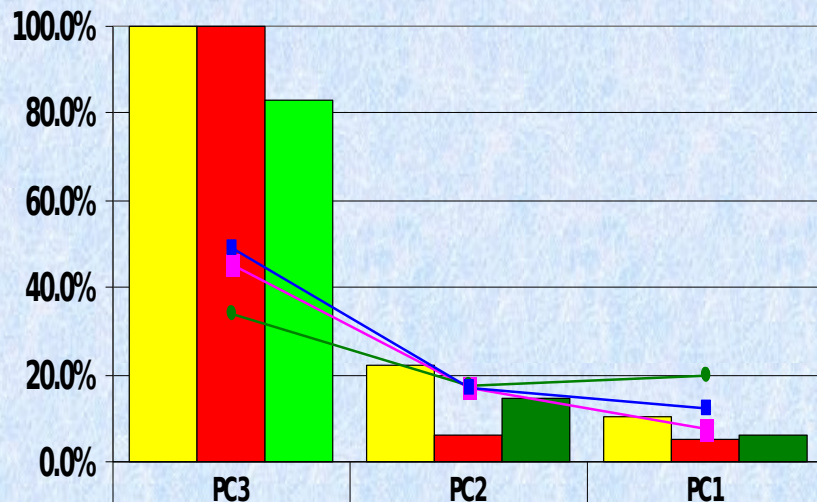




# PC Advancement

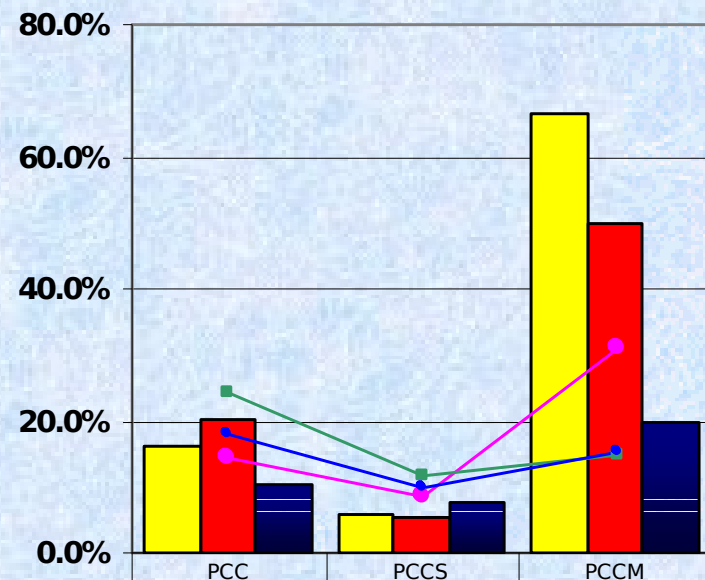
Flow Points (Years)	PC3	ALNAV	PC2	ALNAV	PC1	ALNAV	PCC	ALNAV	PCCS	ALNAV	PCCM	ALNAV
TIG	26	13	41	25	45	54	42	56	22	58	38	46
TAFMS	27	24	54	45	97	104	144	149	163	184	222	202

## PC Advancement E4-E6



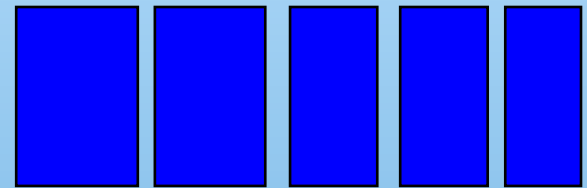
Sep 02	100.0%	22.4%	10.3%
Mar 03	100.0%	6.1%	5.0%
Sep 03	83.2%	14.5%	5.9%
14 Yr PC Avg	45.3%	16.8%	7.5%
ALNAV SEP 03	33.8%	17.4%	19.7%
14 Yr ALNAV AVG	49.2%	16.8%	12.1%

## PC Advancement E7-E9

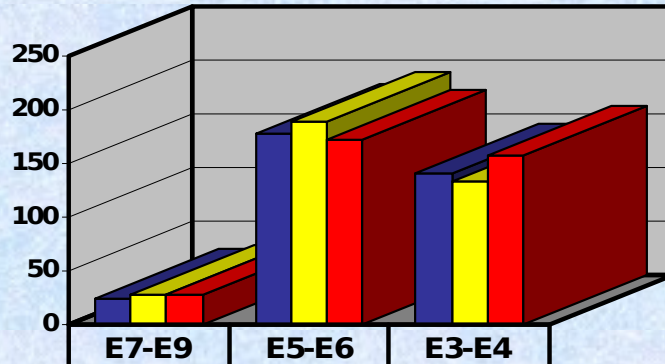


FY 02	16.4%	5.9%	66.7%
FY 03	20.3%	5.3%	50.0%
FY 04	10.2%	7.7%	20.0%
14 Yr PC Avg	14.5%	8.4%	31.1%
ALNAV FY04	24.2%	11.7%	15.0%
14 Yr ALNAV AVG	18.2%	9.9%	15.3%

# PC MCA Manning Profile

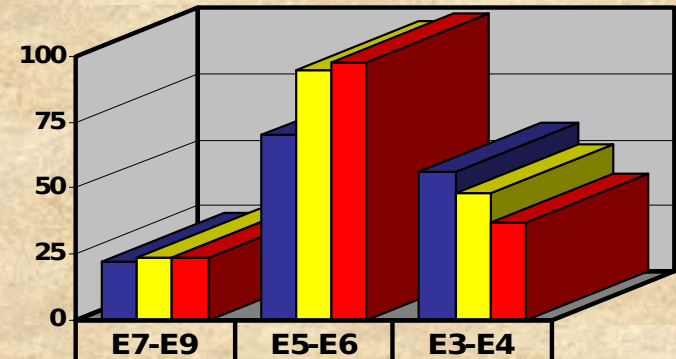


**MCA - LANTFLT**



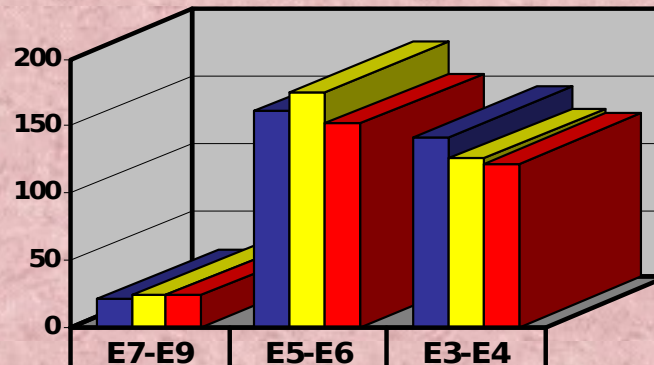
	E7-E9	E5-E6	E3-E4
P9 BA	24	178	141
P9 NMP	27	189	133
COB/INV	27	172	157

**MCA - BUPERS**



	E7-E9	E5-E6	E3-E4
P9 BA	22	70	56
P9 NMP	24	95	48
COB/INV	24	98	37

**MCA - PACFLT**



	E7-E9	E5-E6	E3-E4
P9 BA	21	161	142
P9 NMP	24	175	126
COB/INV	24	152	122

09/04

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# PC Billet Breakdown

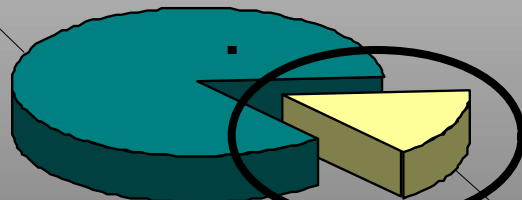
## Actual Sailors Serving Out of Rate

Recruiting - 32 (-4)  
 Instructor - 4 (-1)  
 Security - 17 (-4)  
 RDC - 3  
 General - 5 (+1)  
**Total: 61 (-8) people serving in 61 (-3) billets**

### PC Shore Billets

In Rate vs Out of Rate

36 % PC Shore Billets are Overseas

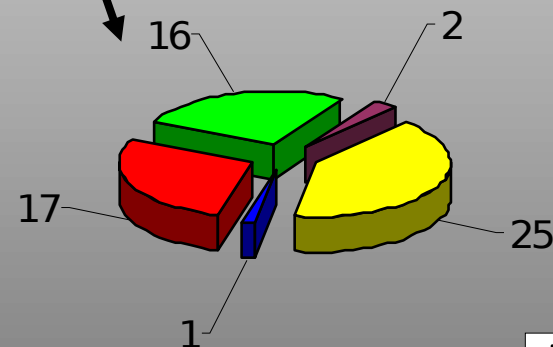


In Rate

Out of Rate

### PC Shore Billets

Out of Rate



Instructor  
 Recruiting  
 RDC  
 Security  
 General

# PC Schools List

## "A" School

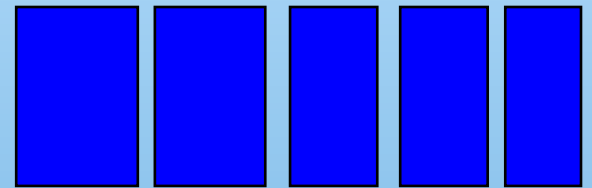
Course	ASVAB Rqmt	CIN	FY01 Util %	FY 02 Util %	FY 03 Util %	Course Length	CDP	Location
PC "A" School	VE+AR=108	A-554-0018	66%	25%	138%	5 Weeks	622E	USA Schools, FT Jackson, SC

## "C" Schools

Course	NEC Awarded	CIN	FY 01 Util %	FY 02 Util %	FY 03 Util %	Course Length	CDP	Location(s)
Fleet Independent/Supervisor Postal Clerks Refresher (Career Schools List)	30XX	A-554-0026	--	105%	0%	26 Days	7439	LTA Hampton Roads
Interservice Postal Supervisor	None	A-554-0019	370%	85%	0%	12 Days	3141	USA Schools, FT Jackson, SC

### Proposed NEC

30XX - NFS submitting request to NAVMAC to establish Independent Duty NEC.



- **Removal of PCs from CRU/DES/Small Amphips**
- **Improving “A” School Throughput (Complete)**
- **Independent Duty “C” School and NEC**
- **Explore ratings merger**